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EMPLOYEE BENEFITS

1985

Research Center, Economic Policy Division
U.S. Chamber of Commerce
1615 H Street, N.W., Washington, D.C. 20062

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EMPLOYEE BENEFITS 1986

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1. INTRODUCTION

Employee benefit growth during recent years has substantially improved worker well-being, and has also increased the cost of doing business.

Payments for vacations, holidays, rest periods, etc., constitute almost one-third of total employee benefits. These payments are included in most government wage reports as a portion of employee wages. Such payments give employees increased compensation for each hour actually on the job. Thus, they also increase the employer's cost for each hour of productive labor.

Pension, insurance, Social Security, and other employer payments for non-wage employee benefits are not part of the payroll, and are not reflected in current income or wages of employees. Such benefits, however, greatly improve employee security and well-being, and also increase the cost of doing business.

This study is, in general, limited to employees who are not exempt from the Fair Labor Standards Act. Pay of workers covered by this survey varies with the number of hours worked. However, for banks, financial institutions, etc., all nonsupervisory employees and working supervisors are included, regardless of their method of wage payment.

Thirty-eight years ago, the U.S. Chamber of Commerce noted the scarcity of statistical information regarding the scope and nature of employee benefits, and conducted the first comprehensive employee benefit study for a cross section of American industry. This study was widely and favorably received. At the request of employers it was repeated biennially with extended coverage and in greater detail.

Responding to numerous requests of employers for more frequent data, we are now conducting annual surveys.

This twenty-fourth study was possible only with the cooperation of the 1,000 reporting employers who sorted through their records to furnish the detailed information requested, frequently at considerable cost to themselves. We wish to thank them for their help.

This report contains a new special section on parental leave and the provision of health benefits after termination. These findings are from a supplemental survey conducted by Ms. Christine Boisseau and Mr. Martin Lefkowitz.

The employee benefits survey was conducted for the Research Center, Economic Policy Division, by Dr. James R. Morris, consulting economist and former director of survey research for the U.S. Chamber of Commerce.

RICHARD W. RAHN
Vice President and
Chief Economist

October 1986

2. SUMMARY OF FINDINGS

The survey is generally limited to *hourly-rated employees*, whose pay varies with the number of hours worked, except for banks, financial institutions, etc. (See item 2 in the instructions for the questionnaire, on page 34.)

Following are some of the principal findings from the study.

1. Employee benefit payments varied widely among the 1,000 reporting companies, ranging from less than 18 percent to more than 65 percent of payroll and from less than $3,500 to more than $13,000 yearly per employee (Table 1).
2. The average payment in 1985 was 37.7 percent of payroll, $3.95 per payroll hour, and $8,166 per year per employee (Table 2).
3. Industry payments varied widely. Department stores averaged 30.7 percent while primary metal industries paid 49.6 percent (Table 6).
4. Highest payments were made in the East North Central states and in the Northeastern states, followed by the Western states and the Southeastern states (Table 9).
5. The largest firms paid higher benefits than smaller firms (Table 10).
6. Payments for non-government pensions were reported by 79 percent of the companies (Table 15), with pension payments for these firms averaging 5.2 percent of payroll (Table 16).
7. All but 8 companies reported payments for employee insurance programs, with these insurance payments averaging 7.3 percent of payroll (Table 12).
8. Payrolls of reporting companies included 93.3 percent for straight-time pay, 3.4 percent for overtime premium pay, 0.7 percent for holiday premium pay, 0.6 percent for shift differential, 1.2 percent for earned incentive or production bonus [*5.1 percent for companies making profit-sharing payments* (Table 16) and 0.8 percent for other payroll items (Table 18)].
9. Employee payroll deductions for benefits included 6.4 percent for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes); 0.1 percent for Railroad Retirement and state sickness benefits insurance taxes; 0.5 percent for pensions; and 1.5 percent for life, hospitalization, surgical, and other insurance (Table 17).

An Additional Note

The growth of employee benefits which had been slowing in recent years, resumed its upward course in 1985. Benefits as a percent of payroll and as dollars per year per employee are shown below. Also shown are the percentage increases in average payments from year to year.

Year	Average payment as a percent of payroll	Average payment per year per employee	Percentage increase in average payments
1979	36.6%	$5,560	—
1980	37.1	6,084	9.4%
1981	37.3	6,627	8.9
1982	36.7	7,187	8.5
1983	36.6	7,582	5.5
1984	36.6	7,842	3.4
1985	37.7	8,166	4.1

There are clear indications of an increase in under-reporting of benefits during the 1979-1984 period. Significantly smaller proportions of companies reported payments for vacations, holidays, and rest periods. These are sizable benefits. For example, if only two paid 10-minute rest periods per day per employee are taken, the amount paid for rest periods would come to 4 percent of payroll—a significant sum.

In 1985, however, 80 percent of the companies reported paid rest periods, up from only 47 percent in 1984, and about the same as the 79 percent reported for 1979.

Under-reporting of paid vacations and paid holidays continued in 1985.

SPECIAL SECTION A

Parental Leave

This section on parental leave benefits is based on a survey conducted by the U.S. Chamber of Commerce in July and August of 1986. This survey is based on 700 responses from the 1000 firms who participated in the 1985 employee benefits survey.

The parental leave survey was prompted by the introduction of legislation that requires employers to provide for up to 18 weeks of leave without pay upon the birth or adoption of a child. The survey was conducted because there is a lack of information regarding the actual practices of employers in the provision of parental leave benefits.

Companies' Parental Leave Policies

Seventy-seven percent of the firms responding provide parental leave benefits to their employees at the present time through one or a combination of the following plans: (1) a formal plan; (2) integration into existing sick and annual leave plans; and (3) informally on a case-by-case basis. Parental leave is available through specific formal policies on pregnancy and birth by 19 percent of the companies responding. Thirty-one percent of the companies responding offer parental leave through integration into existing sick and annual leave policies. Twenty-seven percent of the firms who reported that they had no *formal* parental leave plans stated they met their employees' parental leave needs informally.

Of the firms reporting either a formal parental leave plan or a plan that integrates into existing sick and annual leave policies, more than half of the firms offering parental leave made the benefits available to both men and women.

Type of Plan	Percent of Total Firms Reporting Plans
Formal Plan	**19%**
Plan Integrated into Sick and Annual Leave Policies	**31**
No Parental Leave Plan—Needs Met Informally	**27**
No Parental Leave Plan	**23**

If a Firm Does Not Offer Parental Leave, It Does Not Mean They Don't Give It

Fifty percent of the companies surveyed stated that they do not have a formal parental leave plan, but 27 percent of those companies reported that they were meeting their employees' parental leave needs on an informal basis, by treating each employee requesting such leave on an individual basis.

Companies Offered The Following Reasons For Not Having A Formal Parental Leave Plan:	
Needs Met Informally	**27%**
Employees Don't Appear to Want These Benefits Compared to Others	**17**
Administrative reasons	**8**
Labor Negotiations	**5**
Other	**14**

Note: The percent of firms citing reasons for not having a parental leave plan exceed the 50 percent not having such policies because surveyed firms could cite more than one reason.

Parental Leave Plans are Flexible

Over 70 percent of the companies with either formal plans or plans integrated into sick and annual leave plans, granted either eight weeks or more of leave or had a flexible attitude toward the leave programs, as shown in Special Chart A.

Duration of Parental Leave in Firms with Plans

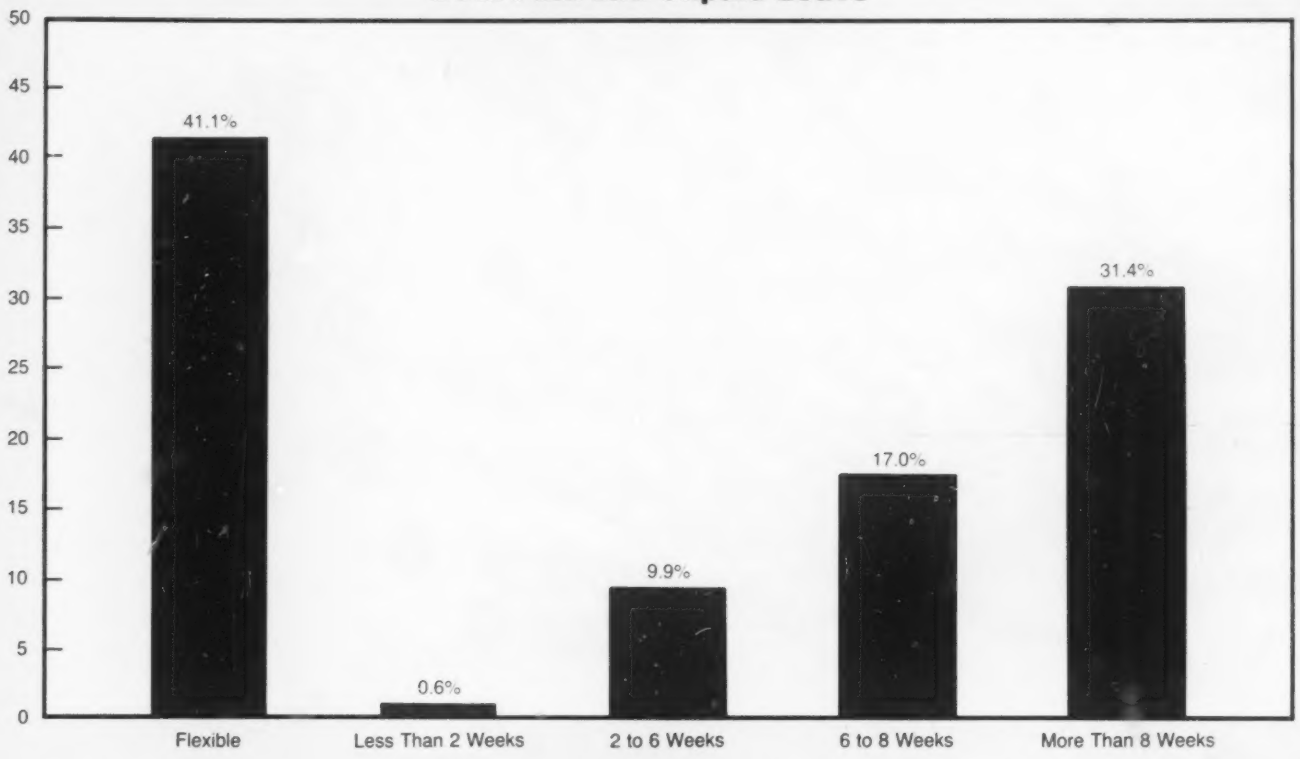
Duration of Leave	Percent of Firms Reporting
Flexible	**41.1%**
Less than Two Weeks	**0.6**
Two to Six Weeks	**9.9**
Six to Eight Weeks	**17.0**
More than Eight Weeks	**31.4**

Length of Service Requirement Before Eligible for Parental Leave of Firms with Specific Policies

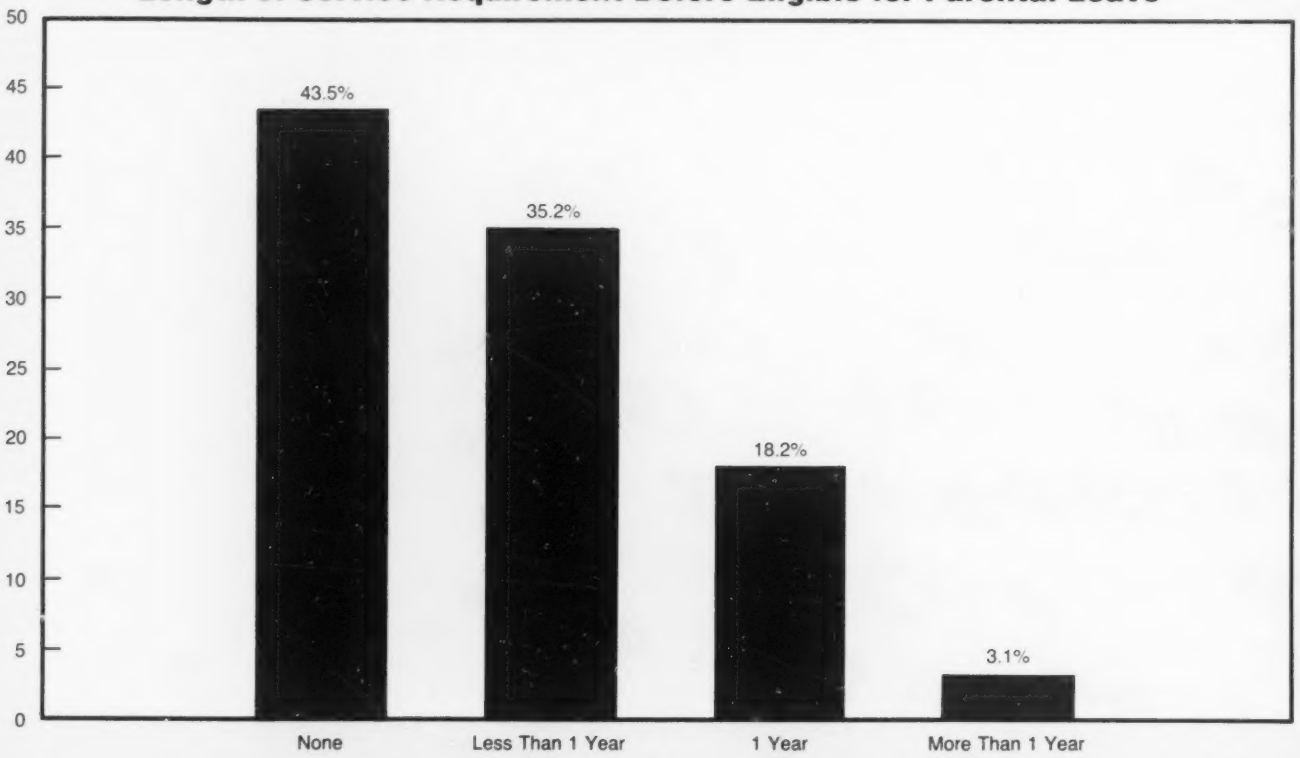
Length of Service Requirement	Percent Reporting
None	**43.5%**
Less Than One Year	**35.2**
One Year	**18.2**
More Than One Year	**3.1**

About three-fourths of the firms with a parental leave policy either had no specific length of service requirement or required one year or less of service with the firm in order to qualify for these benefits, as shown in Special Chart B.

Special Chart A
Total Duration of Parental Leave in Firms with Parental Leave Plans Including Both Paid and Unpaid Leave



Special Chart B
Length of Service Requirement Before Eligible for Parental Leave



Key Reasons for Offering Parental Leave

Firms cited multiple reasons for offering parental leave benefits. Recruitment and retention was the most cited reason and union negotiation was the least cited factor, as shown in Special Chart C. The most significant reasons firms cited for adopting their parental leave plans included:

Reasons Parental Leave Offered	Percent of Firms Citing Reasons
Recruitment and Retention	**61%**
Social Responsibility	**57**
Maintain Stability in Work Force	**48**
Requested by Employees	**36**
Competitive Reasons	**34**
Union Negotiation	**11**

Note: The percent of firms citing reasons for having a parental leave plan exceeds 100 percent because surveyed firms could cite more than one reason.

About Half of Firms With a Parental Leave Policy Pay for Time Off

Of the firms who provided parental leave, half of them provided *paid* leave, comprising 25 percent of all firms surveyed.

Amount of Time Off Allowed by Firms Providing Either Partially-Paid or Fully-Paid Leave

Amount of Time Offered	Percent of Firms Responding to Questions
Flexible	**52%**
Less Than Two Weeks	**3**
Two to Six Weeks	**16**
Six to Eight Weeks	**13**
More Than Eight Weeks	**16**

Fifty-two percent of the firms having parental leave plans, providing either partially-paid or fully-paid parental leave, reported that the amount of time off permitted was flexible rather than fixed, as shown in Special Chart D. This is understandable since most firms that provide either partially-paid or fully-paid leave have plans that integrate into existing sick leave and vacation leave plans. Therefore, the amount of time granted would be related to the amount of accumulated sick leave and vacation leave time that an employee has in his or her account.

Nearly all of the firms that said they provided paid parental leave also provided benefits to employees while on leave. In addition to paid benefits, 78 percent of the firms providing paid leave provide for guaranteed seniority and promotion during the period of paid leave. Eighty-two percent of the firms that provided for paid leave guaranteed either the same or a similar job to returning parents.

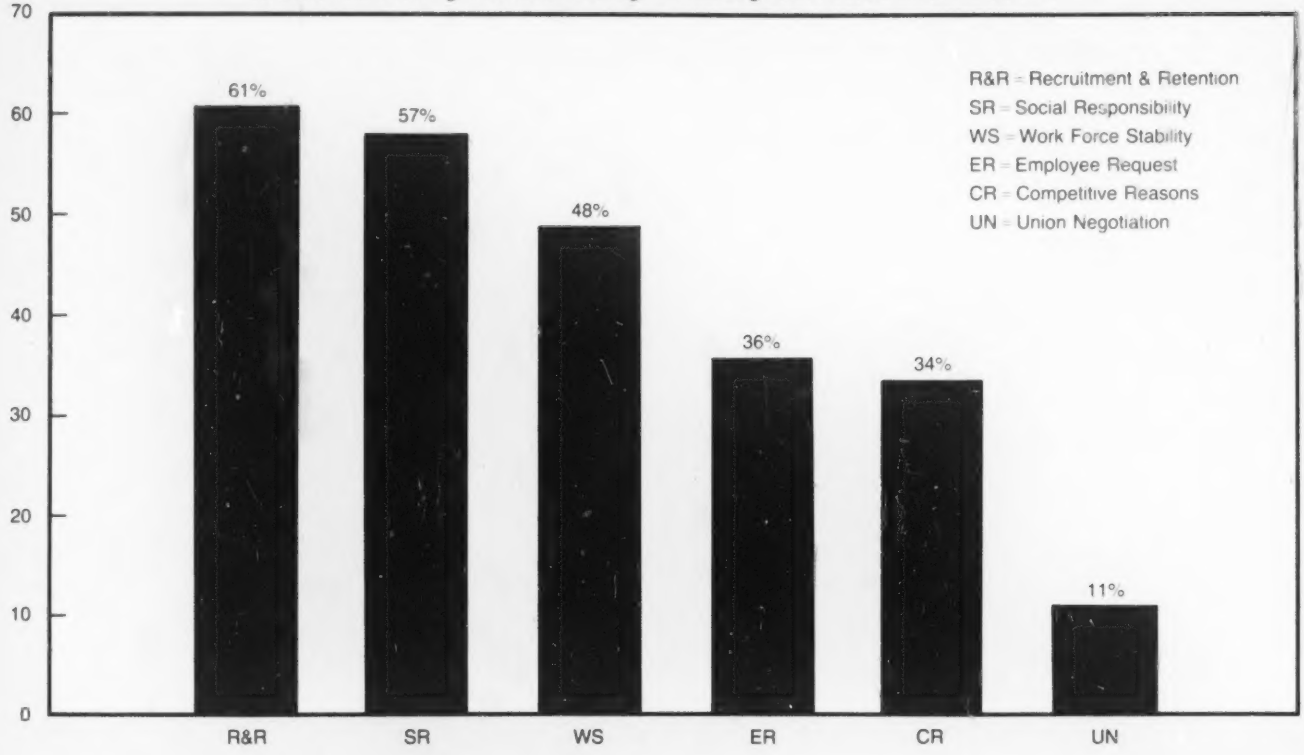
Some Workers on Unpaid Leave Still Get Benefits

Over 85 percent of the firms granting unpaid leave status also granted benefits, but the majority of the workers (57 percent) on unpaid leave have to pay for their own health care and about 44 percent pay for their own life insurance. However, about 87 percent of the employers pay for pension plan accruals. The large number of firms that pay for pension fund accruals may be related to the fact that most pensions are non-contributory defined benefits plans and it is difficult to determine the precise cost of the benefit to the employer for a specific employee.

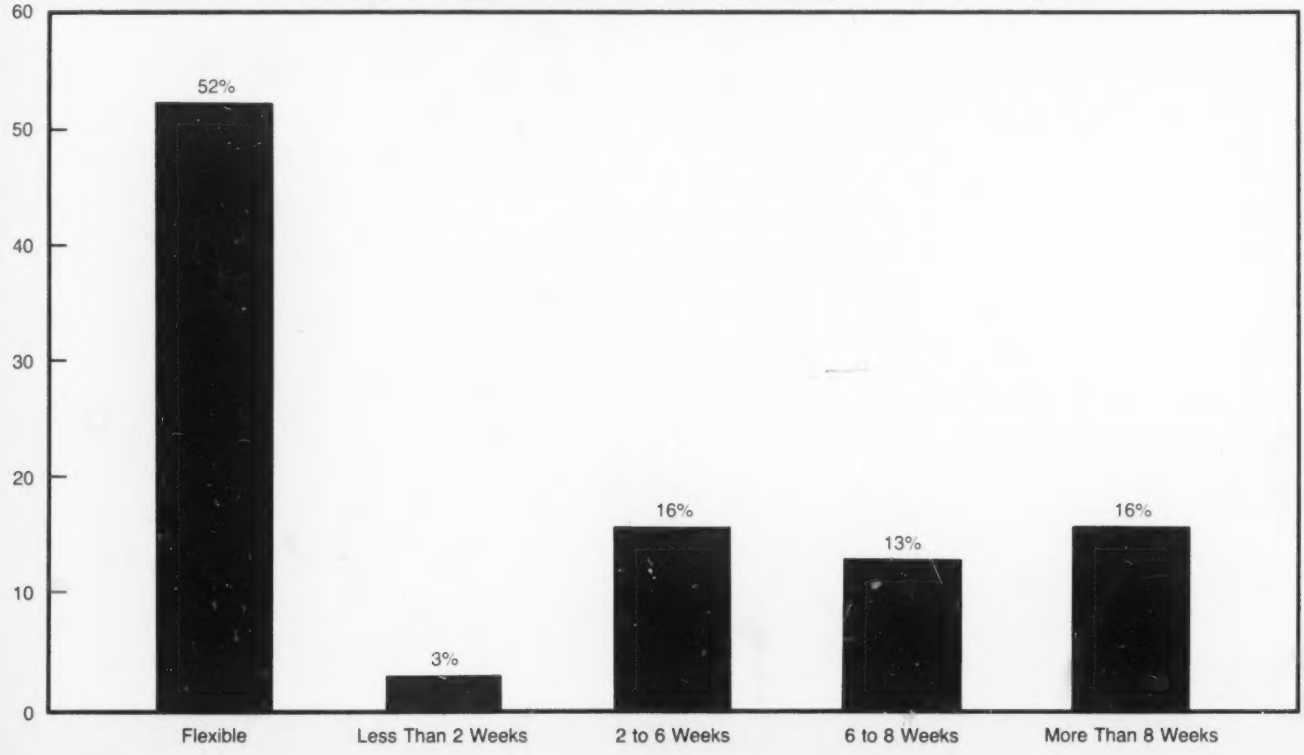
In addition to granting benefits, firms that do provide for unpaid leave—by a margin of more than two to one—allowed workers to accumulate seniority for promotion purposes and guaranteed workers the same or a similar job upon returning to work.

by Martin Lefkowitz and Christine Boisseau

Special Chart C
Reasons Why Firms Adopt Policy on Parental Leave



Special Chart D
Time Off Allowed by Firms That Provide Partially-Paid or Fully-Paid Leave



SPECIAL SECTION B

Continuation of Health Benefits Provided to Employees After Lay-Off or Termination of Employment

This section on the continuation of health benefits provided to employees after lay-off or termination of employment was based on a survey conducted by the U.S. Chamber of Commerce in July and August of 1986. The survey is based on 700 responses from the 1000 firms who participated in the 1985 employee benefits survey.

The survey was prompted by the passage of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). This act requires that for plan years beginning after June 30, 1986, group health plans of covered employers must provide employees and certain family members the opportunity to continue health care coverage under the plan at group rates in certain instances where coverage under the group health would otherwise be terminated. The person choosing the continued coverage would pay for the health insurance premiums.

The Chamber's survey was conducted because there is a lack of information regarding the actual practices of employers in the provision of the continuation of health benefits after lay-off or termination of employment prior to COBRA, and because legislation has been introduced in Congress that would require employers to pay for continued health coverage.

Health Benefits to Workers On Temporary Lay-Off

Nearly three-fourths of the firms that responded indicated they continued to grant health benefits to employees on temporary lay-off at either the employers' or employees' expense. About 30 percent of the firms extended the benefits at the employers' cost, while about 50 percent of employers allowed employees to pick up health insurance at the lower group rate rather than forcing them to pay the higher individual conversion rate. Over 10 percent of the firms provided for a combination of employer-paid benefits and also allowed employees to pick up benefits at their own costs after the employers' paid benefits ran out. The periods of continued coverage vary. See the chart below.

Employer Pays For Extended Benefits		Employee Pays For Extended Benefits	
Number of Weeks	Percent of Companies	Number of Weeks	Percent of Companies
Less than 4 Weeks	9%	Less than 4 Weeks	1%
4 to 8 Weeks	10	4 to 8 Weeks	2
8 to 16 Weeks	8	8 to 16 Weeks	6
More than 16 Weeks	9	More than 16 Weeks	30
Flexible	6	Flexible	6

The above data reflect the fact that some firms extend benefits initially at the employers' cost and subsequently allow employees to continue coverage at their own expense.

Nearly forty percent of the firms reported that employees temporarily laid off are eligible for 16 weeks or more of health insurance, at either the companies' expense or at the employees' expense. Only about one-fourth of those firms (23.3 percent) paid for the health insurance for more than sixteen weeks, while 76.4 percent said that they allowed employees to pick up their insurance coverage for 16 weeks or more.

Health Benefits to Terminated Employees

More than half the firms reported granting terminated workers health insurance at either the employers' or the employees' expense. This policy was the same whether the termination was voluntary or involuntary. Only about 6 percent of employers paid for health insurance for terminated employees. The periods of continued coverage vary. See the chart below.

Employer Pays For Extended Benefits		Employee Pays for Extended Benefits	
Number of Weeks	Percent of Companies	Number of Weeks	Percent of Companies
Less than 4 Weeks	11%	Less than 4 Weeks	1%
4 to 8 Weeks	2	4 to 8 Weeks	2
8 to 16 Weeks	1	8 to 16 Weeks	3
More than 16 Weeks	5	More than 16 Weeks	35
Flexible	3	Flexible	5

The above data reflect the fact that some firms extend benefits initially at the employers' cost and subsequently allow employees to continue coverage at their own expense.

Even though half of the firms reported employees can purchase health insurance, less than one-third of the firms report that they grant terminated workers benefits other than health insurance. The most important benefits granted by employers to their terminated workers are severance pay, granted by 23 percent of the firms in the survey, and life insurance granted by 20 percent of the firms. Only about 1 percent of all firms surveyed reported job retraining as a benefit for terminated employees.

by Martin Lefkowitz and Christine Boisseau

3. DISTRIBUTION OF BENEFIT PAYMENTS

Payments for employee benefits varied widely among the 1,000 reporting companies. At one extreme were 13 companies paying less than 18 percent of payroll for benefits, while 12 firms paid 65 percent or more.

Expressed as cents per payroll hour, 7 firms paid less than $1.50 an hour, and 22 firms paid $7.00 or more. On an annual basis, 17 firms paid less than $3,500 per employee, and 51 firms paid $13,000 or more.

The distribution of benefit payments for the 1,000 companies is shown in Table 1.

One-tenth of the firms paid more than 49.5 percent of payroll for benefits, while one-fourth paid more than 42.6 percent, as shown in Table 2. Half the firms paid more than 36.7 percent, three-fourths paid more than 31.2 percent, and nine-tenths more than 26.0 percent. The arithmetic mean or average payment was 37.7 percent. This was somewhat larger than the middle payment of 36.7 percent, since it was influenced by the high-paying companies.

Corresponding data as cents per payroll hour and as annual dollars per employee are also shown in Table 2.

Within individual industries, benefit payments also varied widely. Payments in the machinery (excluding electrical) industry varied from less than 18 percent to more than 65 percent. In transportation equipment they varied from less than 28 percent to more than 65 percent. The distribution of individual company payments by industry groups is shown in Table 3.

TABLE 1. Distribution of Employee Benefits, 1985

Percent of payroll		Cents per payroll hour		Dollars per year per employee	
Percent	Number of companies	Cents	Number of companies	Dollars	Number of companies
Under 18.0%	13	Under 150.0¢	7	Under $3,500	17
18.0-19.9	5	150.0-174.9	14	3,500-3,999	21
20.0-21.9	19	175.0-199.9	23	4,000-4,499	23
22.0-23.9	22	200.0-224.9	18	4,500-4,999	41
24.0-25.9	41	225.0-249.9	43	5,000-5,499	44
26.0-27.9	44	250.0-274.9	56	5,500-5,999	71
28.0-29.9	60	275.0-299.9	83	6,000-6,499	79
30.0-31.9	86	300.0-324.9	76	6,500-6,999	73
32.0-33.9	89	325.0-349.9	88	7,000-7,499	78
34.0-35.9	93	350.0-374.9	64	7,500-7,999	61
36.0-37.9	92	375.0-399.9	72	8,000-8,499	73
38.0-39.9	82	400.0-424.9	80	8,500-8,999	69
40.0-41.9	84	425.0-449.9	72	9,000-9,499	59
42.0-43.9	54	450.0-474.9	69	9,500-9,999	67
44.0-45.9	53	475.0-499.9	52	10,000-10,499	50
46.0-47.9	43	500.0-524.9	46	10,500-10,999	34
48.0-49.9	25	525.0-549.9	34	11,000-11,499	33
50.0-54.9	49	550.0-574.9	23	11,500-11,999	26
55.0-59.9	16	575.0-599.9	17	12,000-12,499	15
60.0-64.9	18	600.0-699.9	41	12,500-12,999	15
65.0 and over	12	700.0 and over	22	13,000 and over	51
TOTAL	1,000	TOTAL	1,000	TOTAL	1,000

TABLE 2. Five Levels of Employee Benefits, 1985

Item	As percent of payroll	Cents per payroll hour	Dollars per year per employee
10% of firms paid more than	49.5%	552.3¢	$11,637
25% of firms paid more than	42.6	471.1	9,786
50% of firms paid more than	36.7	383.9	7,936
75% of firms paid more than	31.2	302.5	6,207
90% of firms paid more than	26.0	247.0	4,975
Mean or average payment	37.7%	394.7¢	$ 8,166

TABLE 3. Distribution of Employee Benefits as Percent of Payroll, by Industry Groups, 1985

Total employee benefits as percent of payroll	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Under 18.0%	13	4	...	...	...	1	...	...	...	...	...	...	1	...	...	2	9	...	...	2	3	1	...	3
18.0-19.9	5	1	1	...	...	...	...	...	...	...	...	...	...	...	...	...	4	...	...	1	...	1	...	2
20.0-21.9	19	6	...	1	1	...	1	...	...	1	...	...	...	1	...	1	13	...	1	2	4	...	1	5
22.0-23.9	20	3	...	...	...	...	...	...	...	...	...	...	1	...	...	2	17	1	2	3	1	1	...	9
24.0-25.9	41	16	...	5	1	2	...	...	...	1	2	2	1	1	...	1	25	...	1	2	6	...	7	9
26.0-27.9	44	19	2	2	2	2	...	...	2	1	...	1	2	2	...	3	25	1	1	1	3	2	10	7
28.0-29.9	60	23	...	3	3	3	1	1	1	1	...	1	3	1	2	3	37	3	...	4	3	6	8	13
30.0-31.9	85	33	2	3	2	3	1	1	1	...	3	3	2	8	2	2	52	4	2	3	8	5	19	11
32.0-33.9	88	32	...	...	3	2	3	1	...	1	1	4	6	8	2	1	56	9	...	4	6	9	17	11
34.0-35.9	95	37	4	4	2	...	3	1	1	1	...	1	7	7	3	3	58	10	...	...	13	10	12	13
36.0-37.9	94	27	2	1	1	1	1	2	1	...	1	2	2	7	5	1	67	15	1	3	7	14	12	15
38.0-39.9	79	28	1	...	1	1	2	1	1	...	...	4	5	6	3	3	51	14	1	2	3	12	12	7
40.0-41.9	86	41	5	3	...	2	4	1	1	...	1	4	4	5	6	5	45	15	...	4	4	9	8	5
42.0-43.9	54	23	2	...	1	1	2	...	...	1	1	3	3	5	1	3	31	15	...	...	1	4	3	8
44.0-45.9	53	32	1	1	2	...	1	...	2	1	4	6	2	8	3	1	21	10	1	1	3	1	...	5
46.0-47.9	44	23	2	...	2	2	2	...	...	1	3	2	6	2	1	...	21	7	...	...	3	3	3	5
48.0-49.9	24	9	...	...	...	1	...	...	1	...	2	2	2	...	1	...	15	8	...	...	2	1	2	2
50.0-54.9	48	26	2	1	1	1	1	1	3	...	1	6	4	4	...	1	22	11	...	1	3	3	2	2
55.0-59.9	18	9	2	...	...	...	1	...	...	...	3	1	1	...	...	1	9	3	...	...	1	2	1	2
60.0-64.9	18	14	...	...	...	...	2	1	...	...	6	...	2	2	1	...	4	1	...	...	1	...	...	2
65.0 and over	12	10	...	...	...	...	2	...	...	...	3	1	1	1	2	...	2	...	...	...	...	1	...	1
Total companies	1,000	416	26	24	22	22	27	10	14	9	31	43	55	68	32	33	584	127	10	33	75	85	117	137
50% of companies paid more than	36.7	38.6	40.7	31.1	33.2	32.0	41.0	37.0	39.6	33.0	47.4	41.8	39.1	37.1	39.4	35.1	35.7	40.9	29.4	31.8	34.3	37.2	33.3	33.8

*Includes research, engineering, education, government agencies, construction, etc.

4. AVERAGE BENEFIT PAYMENTS

Employee benefit payments in 1985 averaged 37.7 percent of payroll for all companies. Included were:

Legally required payments (employer's share only)	9.5%
Pension, insurance, and other agreed-upon payments (employer's share only)	12.8%
Paid rest periods, lunch periods, etc.	3.5%
Payments for vacations, holidays, sick leave, etc.	9.4%
Profit-sharing payments, bonuses, etc.	2.5%
Total	37.7%

As shown in Table 4, the manufacturing companies averaged 39.7 percent, somewhat more than the all-company average, while the nonmanufacturing companies averaged 36.3 percent.

Manufacturing firms had higher benefit payments for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes), Unemployment Compensation, workers' compensation, life and health insurance premiums, vacations, and paid holidays.

Non-manufacturing firms had higher payments for non-government pensions, sick leave, employee meals furnished free, and discounts on goods and services purchased from the company.

TABLE 4. Employee Benefits, by Type of Benefit, 1985

Type of benefit	Total, all companies	Total, all manufacturing	Total, all nonmanufacturing
Total employee benefits as percent of payroll	37.7%	39.7%	36.3%
1. Legally required payments (employer's share only)	9.5	10.8	8.6
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	6.6	6.8	6.5
b. Unemployment Compensation	1.6	2.1	1.2
c. Workers' compensation (including estimated cost of self-insured)	1.2	1.9	0.7
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	0.1	0.1	0.2
2. Pension, insurance, and other agreed-upon payments (employer's share only)	12.8	13.1	12.5
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	4.2	3.4	4.8
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	7.2	8.5	6.3
c. Short-term disability	0.3	0.4	0.2
d. Salary continuation or long-term disability	0.2	0.1	0.3
e. Dental insurance premiums	0.4	0.4	0.4
f. Discounts on goods and services purchased from company by employees	0.1	*	0.1
g. Employee meals furnished by company	0.1	*	0.2
h. Miscellaneous payments (vision care, prescription drugs, separation or termination pay, moving expenses, etc.)	0.3	0.3	0.3
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	3.5	3.5	3.4
4. Payments for time not worked	9.4	9.4	9.5
a. Paid vacations and payments in lieu of vacation	4.8	5.1	4.7
b. Payments for holidays not worked	2.8	3.1	2.6
c. Paid sick leave	1.3	0.9	1.7
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	0.5	0.4	0.5
5. Other items	2.5	2.9	2.3
a. Profit-sharing payments	1.1	1.5	0.8
b. Contributions to employee thrift plans	0.6	0.5	0.7
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	0.3	0.4	0.3
d. Employee education expenditures (tuition refunds, etc.)	0.3	0.2	0.4
e. Special wage payments ordered by courts, payments to union stewards, etc.	0.2	0.2	0.2
Total employee benefits as cents per payroll hour	394.7¢	411.9¢	382.4¢
Total employee benefits as dollars per year per employee	$8,166	$8,653	$7,819

*Less than 0.05%

**Figure shown is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.

5. INDUSTRY VARIATIONS

Employee benefit payments varied widely from industry to industry. The primary metal industries paid 49.6 percent, followed by chemicals and allied products paying 43.0 percent. Department stores paid 30.7 percent, and banks, finance companies, and wholesale and other retail trade paid 31.5 percent.

Expressed as cents per payroll hour, payments were 578.7 cents for the petroleum industry and 224.5 cents for textile products and apparel. Annual dollars per year per employee were $12,303 for the petroleum industry and $4,599 for textile products and apparel.

Additional summary data on benefit payments by industries are shown in Table 5 and Chart 1.

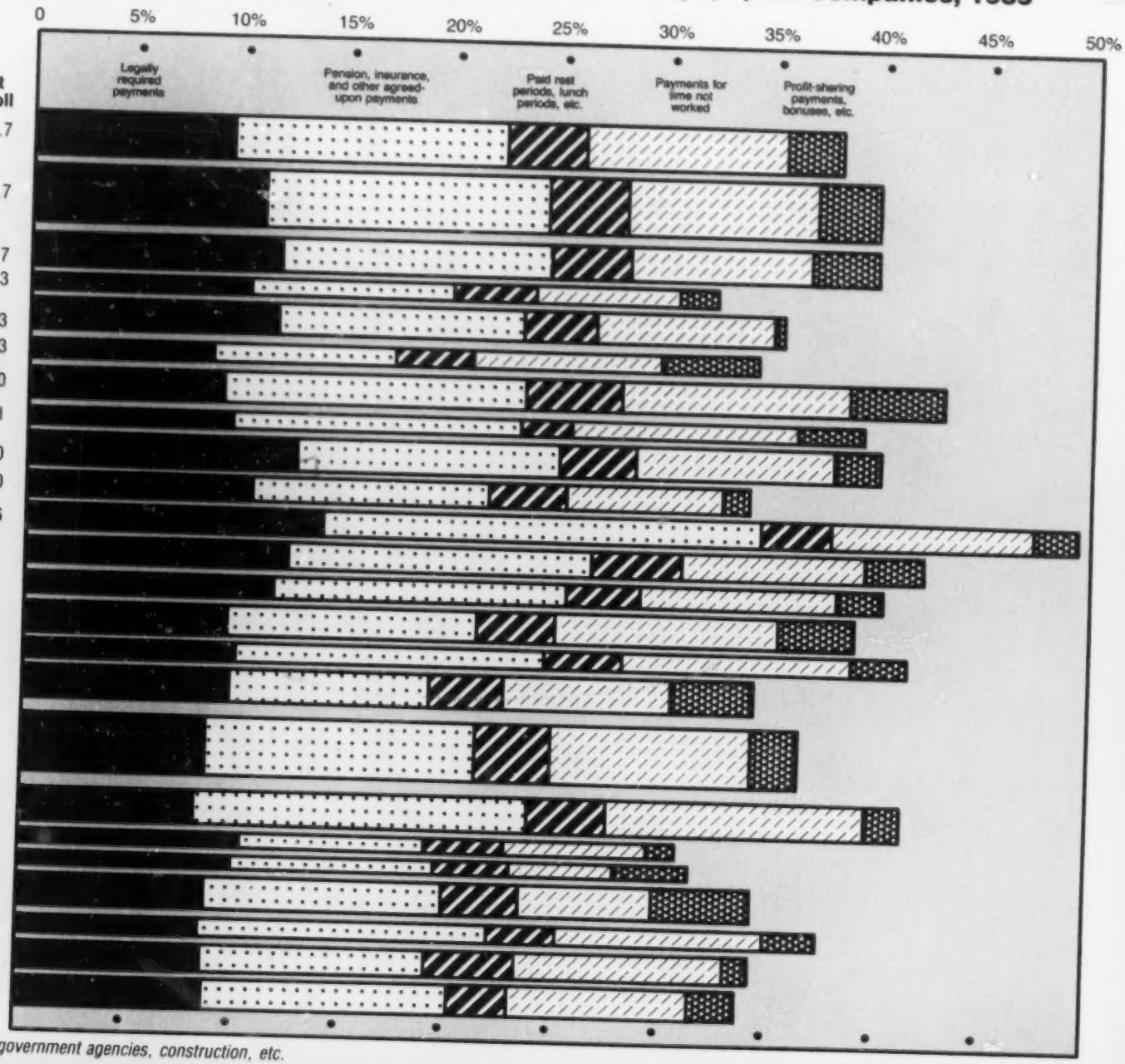
More complete details regarding benefits as percent of payroll, cents per payroll hour, and annual dollars per employee are shown in Tables 6, 7, and 8.

TABLE 5. Major Types of Employee Benefits, by Industry Groups, 1985

Industry group	Employee benefits as percent of payroll						Total employee benefits as cents per payroll hour	Total employee benefits as dollars per year per employee	Number of companies
	Total, all employee benefits	Legally required payments (employer's share only)	Pension, insurance, and other agreed-upon payments (employer's share only)	Paid rest periods, lunch periods, etc.	Payment for time not worked	Profit-sharing payments, bonuses, etc.			
Total, all industries	37.7	9.5	12.8	3.5	9.4	2.5	394.7	8,166	1,000
Total, all manufacturing	39.7	10.8	13.1	3.5	9.4	2.9	411.9	8,653	416
Manufacture of:									
Food, beverages, and tobacco	39.7	11.6	12.6	3.5	8.9	3.2	400.7	8,425	26
Textile products and apparel	32.3	10.2	9.5	3.8	6.8	2.0	224.5	4,599	24
Pulp, paper, lumber, and furniture	35.3	11.7	11.3	3.1	8.4	0.7	359.4	7,786	22
Printing and publishing	34.3	8.5	8.9	3.6	8.8	4.5	361.9	7,292	22
Chemicals and allied products	43.0	9.1	14.0	4.6	10.9	4.4	485.8	10,086	27
Petroleum industry	39.1	9.5	13.6	2.2	10.5	3.1	578.7	12,303	10
Rubber, leather, and plastic products	40.0	12.5	12.1	3.7	9.5	2.2	384.6	8,095	14
Stone, clay, and glass products	34.0	10.6	11.0	3.7	7.4	1.3	347.0	7,511	9
Primary metal industries	49.6	13.9	20.7	3.3	9.9	1.9	534.0	11,344	31
Fabricated metal products (excluding machinery and transportation equipment)	42.1	12.1	14.2	4.1	8.7	2.9	418.1	8,659	43
Machinery (excluding electrical)	40.1	11.4	13.9	3.3	9.4	2.2	447.8	9,408	55
Electrical machinery, equipment, and supplies	39.1	9.7	11.7	3.6	10.3	3.7	406.6	8,573	68
Transportation equipment	41.5	10.0	14.8	3.3	10.9	2.5	453.0	9,649	32
Instruments and miscellaneous manufacturing industries	34.4	9.9	9.4	3.4	7.9	3.7	332.5	6,948	33
Total, all nonmanufacturing	36.3	8.6	12.5	3.4	9.5	2.3	382.4	7,819	584
Public utilities (electric, gas, water, telephone, etc.)	41.2	8.0	15.8	3.6	11.8	1.9	506.8	10,622	127
Department Stores	30.7	10.2	8.8	3.7	6.8	1.2	208.9	4,292	10
Trade (wholesale and other retail)	31.5	10.0	9.5	3.3	5.0	3.7	282.3	5,697	33
Banks, finance companies, and trust companies	34.5	8.8	11.0	3.4	6.8	4.6	328.2	6,552	75
Insurance companies	37.6	8.3	13.6	3.2	10.1	2.4	385.4	7,608	85
Hospitals	34.4	8.7	10.5	4.2	10.0	1.0	326.6	6,745	117
Miscellaneous nonmanufacturing industries*	33.9	8.8	11.5	2.9	8.5	2.3	379.4	7,731	137

*Includes research, engineering, education, government agencies, construction, etc.

CHART 1. Employee Benefits as Percent of Payroll, by Industry Groups, 1,000 Companies, 1985



Industry group	Percent of payroll
Total, all industries	37.7
Total, all manufacturing	39.7
Manufacture of:	
Food, beverages, and tobacco	39.7
Textile products and apparel	32.3
Pulp, paper, lumber, and furniture	35.3
Printing and publishing	34.3
Chemicals and allied products	43.0
Petroleum industry	39.1
Rubber, leather, and plastic products	40.0
Stone, clay, and glass products	34.0
Primary metal industries	49.6
Fabricated metal products	42.1
Machinery (excluding electrical)	40.1
Electrical machinery, equipment, and supplies	39.1
Transportation equipment	41.5
Instruments and miscellaneous manufacturing industries	34.4
Total, all nonmanufacturing	36.3
Public utilities (electric, gas, water, telephone, etc.)	41.2
Department stores	30.7
Trade (wholesale and other retail)	31.5
Banks, finance companies, and trust companies	34.5
Insurance companies	37.6
Hospitals	34.4
Miscellaneous nonmanufacturing industries*	33.9

*Includes research, engineering, education, government agencies, construction, etc.

TABLE 6. Employee Benefits as Percent of Payroll, by Type of Benefit and Industry Groups, 1985

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Total employee benefits as percent of payroll	37.7	39.7	39.7	32.3	35.3	34.3	43.0	39.1	40.0	34.0	49.6	42.1	40.1	39.1	41.5	34.4	36.3	41.2	30.7	31.5	34.5	37.6	34.4	33.9
1. Legally required payments (employer's share only)	9.5	10.8	11.6	10.2	11.7	8.5	9.1	9.5	12.5	10.6	13.9	12.1	11.4	9.7	10.0	9.9	8.6	8.0	10.2	10.0	8.8	8.3	8.7	8.8
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	6.6	6.8	6.9	6.8	6.6	6.6	6.8	6.7	6.9	6.7	6.9	6.8	6.7	6.8	6.6	6.7	6.5	6.5	6.7	6.5	6.6	6.6	6.8	6.1
b. Unemployment Compensation	1.6	2.1	1.9	2.3	1.7	1.1	1.3	0.9	2.3	2.3	3.0	2.9	2.7	1.8	1.8	2.0	1.2	0.7	2.1	2.3	1.9	1.4	1.1	1.3
c. Workers' compensation (including estimated cost of self-insured)	1.2	1.9	2.4	1.1	3.4	0.7	1.0	1.9	3.3	1.6	4.0	2.4	1.9	1.1	1.6	1.2	0.7	0.8	1.3	1.2	0.3	0.3	0.7	0.9
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	0.1	0.1	0.4	***	***	***	***	***	***	***	***	***	0.1	***	***	0.1	0.2	***	0.1	0.1	***	***	0.1	0.5
2. Pension, insurance, and other agreed-upon payments (employer's share only)	12.8	13.1	12.6	9.5	11.3	8.9	14.0	13.6	12.1	11.0	20.7	14.2	13.9	11.7	14.8	9.4	12.5	15.8	8.8	9.5	11.0	13.6	10.5	11.5
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	4.2	3.4	3.2	2.1	1.9	2.0	4.1	6.0	1.9	2.5	6.4	3.3	3.4	2.8	4.6	1.6	4.8	7.4	1.5	1.5	3.0	4.9	3.6	4.4
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	7.2	8.5	8.1	7.0	8.5	6.0	8.1	6.3	8.6	8.1	12.3	10.1	9.2	7.5	8.7	6.7	6.3	6.9	4.9	6.8	6.6	6.6	5.5	6.0
c. Short-term disability	0.3	0.4	0.4	0.2	0.5	0.2	0.5	0.4	0.4	0.1	0.6	0.4	0.4	0.5	0.4	0.3	0.2	0.2	0.1	0.2	0.2	0.3	0.2	0.1
d. Salary continuation or long-term disability	0.2	0.1	0.1	0.1	***	0.1	0.3	0.3	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.3	0.3	0.1	0.2	0.3	0.4	0.2	0.3
e. Dental insurance premiums	0.4	0.4	0.4	0.1	0.3	0.2	0.6	0.5	0.2	0.2	0.5	0.3	0.5	0.4	0.7	0.3	0.4	0.5	0.2	0.5	0.4	0.4	0.4	0.3
f. Discounts on goods and services purchased from company by employees	0.1	***	0.1	0.1	***	0.1	***	***	0.1	***	***	***	***	***	***	0.1	0.1	0.1	1.9	0.2	0.1	0.1	0.2	***
g. Employee meals furnished by company	0.1	***	0.1	***	***	***	0.1	0.1	***	***	***	***	***	0.1	***	***	0.2	0.1	***	***	0.2	0.4	0.2	0.2
n. Miscellaneous payments (vision care, prescription drugs, separation or termination pay, moving expenses, etc.)	0.3	0.3	0.2	***	***	0.3	0.3	0.1	0.8	0.1	0.8	0.1	0.2	0.3	0.2	0.2	0.3	0.3	***	0.1	0.2	0.5	0.3	0.2
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	3.5	3.5	3.5	3.8	3.1	3.6	4.6	2.2	3.7	3.7	3.3	4.1	3.3	3.6	3.3	3.4	3.4	3.6	3.7	3.3	3.4	3.2	4.2	2.9
4. Payments for time not worked	9.4	9.4	8.9	6.8	8.4	8.8	10.9	10.5	9.5	7.4	9.9	8.7	9.4	10.3	10.9	7.9	9.5	11.8	6.8	5.0	6.8	10.1	10.0	8.5
a. Paid vacations and payments in lieu of vacation	4.8	5.1	4.9	3.7	5.0	5.0	5.4	5.9	5.4	4.0	6.1	5.0	5.1	5.2	4.9	4.2	4.7	5.7	3.4	2.6	3.3	4.7	5.5	4.1
b. Payments for holidays not worked	2.8	3.1	2.7	2.7	2.8	2.5	3.5	3.0	3.1	2.3	2.8	3.2	3.3	3.4	4.0	2.6	2.6	3.4	2.5	1.4	2.1	3.3	2.0	2.3
c. Paid sick leave	1.3	0.9	1.1	0.2	0.5	1.1	1.6	1.3	0.6	0.9	0.2	0.3	0.6	1.0	1.5	1.0	1.7	2.0	0.8	0.8	1.2	1.5	1.9	1.7
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	0.5	0.4	0.1	0.2	0.2	0.2	0.4	0.3	0.4	0.2	0.7	0.2	0.3	0.7	0.4	0.2	0.5	0.7	0.1	0.2	0.3	0.5	0.6	0.4
e. Other items	2.5	2.9	3.2	2.0	0.7	4.5	4.4	3.1	2.2	1.3	1.9	2.9	2.2	3.7	2.5	3.7	2.3	1.9	1.2	3.7	4.6	2.4	1.0	2.3
a. Profit-sharing payments	1.1	1.5	1.8	1.3	0.2	2.8	2.0	0.6	1.2	0.7	0.8	1.5	1.2	2.4	0.6	2.3	0.8	0.2	0.8	1.8	2.5	0.4	0.2	0.9
b. Contributions to employee thrift plans	0.6	0.5	0.5	0.2	0.1	0.5	1.2	2.4	0.2	0.4	0.7	0.5	0.2	0.4	0.7	0.6	0.7	0.9	0.2	0.5	1.1	0.9	0.1	0.5
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	0.3	0.4	0.4	0.3	0.3	1.0	0.9	***	0.3	***	0.2	0.5	0.5	0.4	0.2	0.4	0.3	0.1	0.1	1.0	0.3	0.3	0.1	0.3
d. Employee education expenditures (tuition refunds, etc.)	0.3	0.2	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.3	0.2	0.2	0.4	0.3	***	0.4	0.5	0.4	0.4	0.4
e. Special wage payments ordered by courts, payments to union stewards, etc.	0.2	0.2	0.5	0.1	0.1	***	0.2	***	0.3	***	0.1	0.3	0.3	0.2	0.8	0.3	0.2	0.4	0.1	***	0.2	0.3	0.1	0.2

*Includes research, engineering, education, government agencies, construction, etc.
**Figure is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.
**Less than 0.05%.

TABLE 7. Employee Benefits as Cents per Payroll Hour, by Type of Benefit and Industry Groups, 1985

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Total employee benefits as cents per payroll hour	394.7	411.9	400.7	224.5	359.4	361.9	485.8	578.7	384.6	347.0	534.0	418.1	447.8	406.6	453.0	332.5	382.4	506.8	208.9	282.3	328.2	385.4	326.6	379.4
1. Legally required payments (employer's share only)	99.4	112.0	116.5	71.3	120.3	89.3	102.7	141.6	120.5	107.9	149.9	120.9	127.8	100.7	109.2	96.6	90.5	99.1	69.9	89.4	83.0	85.4	82.9	98.0
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	69.0	70.0	69.1	47.2	67.4	69.1	76.8	98.9	66.5	68.2	74.3	67.2	74.6	71.0	71.8	65.4	68.3	80.6	46.6	58.0	62.1	67.7	64.5	67.9
b. Unemployment Compensation	16.6	21.6	19.0	16.2	17.6	11.9	15.1	13.5	22.4	22.8	32.4	28.5	30.3	18.4	19.7	19.1	13.0	8.6	14.5	20.2	17.8	14.3	10.3	14.4
c. Workers' compensation (including estimated cost of self-insured)	12.6	19.8	24.1	7.8	35.2	8.0	10.7	28.9	31.6	16.8	43.2	25.1	22.0	11.0	17.4	11.3	7.4	9.3	8.6	10.7	3.0	3.3	7.0	10.2
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	1.2	0.6	4.3	***	0.1	0.3	0.1	0.3	***	0.2	0.1	0.1	0.9	0.4	0.3	0.7	1.7	0.6	0.3	0.5	0.1	0.2	1.1	5.5
2. Pension, insurance, and other agreed-upon payments (employer's share only)	133.6	135.8	126.6	66.1	114.8	95.2	158.4	202.8	116.3	114.1	223.8	140.8	155.9	122.2	160.6	91.1	132.1	194.3	59.1	85.7	105.2	139.6	99.5	129.0
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	43.8	34.9	32.1	14.3	19.6	21.6	46.5	88.4	18.7	26.3	69.9	32.9	39.0	29.1	49.8	15.7	50.2	90.7	9.0	13.2	28.2	50.6	34.0	50.1
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	75.4	87.6	80.8	48.9	86.7	63.4	91.0	93.4	81.9	83.5	133.4	99.2	103.5	78.5	94.4	64.7	66.8	85.2	33.0	61.6	63.9	67.3	51.8	67.4
c. Short-term disability	3.0	4.3	4.3	1.5	4.6	2.3	6.2	5.7	3.9	0.6	6.3	3.7	4.8	5.2	4.7	3.2	2.0	2.8	0.9	1.9	1.6	3.1	1.8	1.1
d. Salary continuation or long-term disability	2.2	1.2	1.2	0.4	0.3	1.5	3.1	4.0	1.9	1.0	1.2	0.5	0.9	0.9	1.2	1.6	2.8	3.4	0.6	1.4	2.6	3.9	2.1	2.9
e. Dental insurance premiums	4.2	4.3	4.5	0.4	2.8	2.6	6.6	6.9	1.8	1.8	5.0	3.0	5.6	4.6	7.7	3.3	4.1	5.5	1.1	4.7	4.1	4.3	3.4	3.3
f. Discounts on goods and services purchased from company by employees	0.8	0.3	0.9	0.4	0.1	0.9	***	0.3	0.7	***	***	0.3	0.1	0.1	0.5	0.7	1.2	1.5	14.2	1.5	0.6	0.5	1.6	0.3
g. Employee meals furnished by company	1.4	0.4	0.8	***	0.5	***	1.4	2.0	***	***	0.2	0.2	0.1	0.8	0.1	0.1	2.2	1.5	***	0.2	2.2	4.5	2.1	2.1
h. Miscellaneous payments (vision care, prescription drugs, separation or termination pay, moving expenses, etc.)	2.8	2.6	2.0	0.2	0.2	3.0	3.7	2.2	7.4	1.0	7.8	1.0	1.9	3.2	2.3	1.8	2.8	3.5	0.1	1.3	2.0	5.3	2.8	1.8
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	36.3	36.6	35.0	25.9	32.3	37.3	51.7	31.9	35.6	37.2	35.1	41.3	35.6	37.6	36.7	32.7	36.1	44.5	24.7	29.7	31.6	32.6	39.9	31.9
4. Payments for time not worked	98.7	97.7	90.3	47.2	84.6	93.3	123.4	155.8	91.2	75.1	105.7	86.5	104.3	108.2	118.6	76.2	99.5	144.9	47.2	44.6	64.2	103.3	95.4	94.8
a. Paid vacations and payments in lieu of vacation	50.6	52.4	49.8	25.9	50.0	52.5	61.6	87.2	51.7	40.7	65.3	49.3	57.3	54.1	53.4	39.9	49.4	70.6	23.6	23.0	30.9	48.7	52.5	45.8
b. Payments for holidays not worked	29.5	32.4	27.8	18.6	28.1	26.6	39.5	44.7	29.9	23.4	30.0	31.8	36.3	35.7	44.1	25.0	27.4	42.2	16.8	12.7	19.4	34.3	18.9	25.4
c. Paid sick leave	13.8	8.9	11.3	1.1	4.7	11.9	17.5	19.4	5.7	8.9	2.6	3.3	6.7	11.0	16.3	9.4	17.4	23.9	5.8	7.3	10.9	15.7	17.9	18.7
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	4.8	4.0	1.3	1.5	1.7	2.2	4.8	4.6	3.8	2.1	7.8	2.1	3.9	7.4	4.8	1.9	5.3	8.2	1.0	1.6	3.0	4.6	6.1	4.8
5. Other items	26.6	29.8	32.3	13.9	7.4	46.9	49.5	46.6	21.0	12.6	19.4	28.7	24.3	37.9	27.8	35.9	24.3	23.9	8.0	32.8	44.2	24.5	9.0	25.7
a. Profit-sharing payments	11.3	15.6	17.6	9.0	2.2	29.4	22.0	9.1	11.5	6.1	8.0	14.9	12.6	24.6	7.3	22.0	8.2	2.6	5.3	16.5	24.2	4.6	2.3	10.0
b. Contributions to employee thrift plans	6.4	5.7	5.2	1.2	1.4	4.6	13.8	35.5	1.8	5.1	7.8	4.6	2.2	3.9	7.7	5.9	7.0	11.7	1.1	4.3	10.6	9.2	1.0	5.5
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	3.4	4.3	4.1	2.3	2.6	10.7	10.1	0.4	2.5	0.2	1.9	4.8	5.4	3.9	2.6	3.6	2.7	1.6	0.8	8.4	3.0	3.2	1.1	3.3
d. Employee education expenditures (tuition refunds, etc.)	3.1	1.7	0.7	1.0	0.5	1.9	1.6	1.2	2.3	1.2	0.6	1.5	1.4	3.5	1.8	1.9	4.0	3.2	0.2	3.5	4.6	4.3	3.7	5.0
e. Special wage payments ordered by courts, payments to union stewards, etc.	2.4	2.5	4.8	0.4	0.7	0.3	2.1	0.4	2.8	***	1.1	2.9	2.8	2.0	8.4	2.5	2.4	4.9	0.6	0.1	1.8	3.2	0.9	1.9

*Includes research, engineering, education, government agencies, construction, etc.
**Figure is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.
***Less than 0.05¢.

TABLE 8. Employee Benefits as Dollars per Year per Employee, by Type of Benefit and Industry Groups, 1985

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
Total employee benefits as dollars per year per employee	8,166	8,653	8,425	4,599	7,786	7,292	10,086	12,303	8,095	7,511	11,344	8,659	9,408	8,573	9,649	6,948	7,819	10,622	4,292	5,697	6,552	7,608	6,745	7,731
1. Legally required payments (employer's share only)	2,058	2,348	2,453	1,456	2,588	1,801	2,138	3,000	2,537	2,336	3,178	2,492	2,679	2,116	2,314	2,011	1,852	2,075	1,423	1,807	1,661	1,688	1,712	2,011
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	1,428	1,471	1,461	969	1,461	1,397	1,598	2,104	1,396	1,472	1,578	1,401	1,574	1,493	1,522	1,361	1,397	1,689	940	1,171	1,243	1,338	1,332	1,390
b. Unemployment Compensation	344	452	400	328	372	240	314	284	470	499	687	587	637	384	416	398	267	179	298	408	355	282	214	298
c. Workers' compensation (including estimated cost of self-insured)	261	413	503	158	752	158	224	606	671	362	912	501	451	232	371	236	154	195	179	217	60	65	144	213
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.**	25	12	89	0	3	6	3	6	0	4	1	3	17	8	5	15	34	11	7	10	3	4	22	110
2. Pension, insurance, and other agreed-upon payments (employer's share only)	2,762	2,850	2,671	1,358	2,489	1,901	3,292	4,298	2,450	2,432	4,727	2,923	3,247	2,575	3,449	1,901	2,700	4,082	1,234	1,724	2,077	2,753	2,056	2,618
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	905	731	678	296	422	427	972	1,876	392	553	1,470	669	807	610	1,070	321	1,029	1,905	212	273	563	998	703	1,014
b. Life insurance premiums; death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	1,561	1,842	1,713	1,002	1,880	1,269	1,894	1,981	1,731	1,794	2,817	2,070	2,159	1,654	2,028	1,353	1,362	1,789	690	1,237	1,252	1,327	1,070	1,374
c. Short-term disability	61	91	84	30	104	46	122	118	81	14	133	78	100	109	99	67	41	59	20	34	32	62	36	23
d. Salary continuation or long-term disability	44	25	26	7	6	29	63	83	39	18	24	11	20	19	26	34	58	73	13	28	53	75	44	58
e. Dental insurance premiums	87	91	92	8	59	52	137	146	38	34	107	64	117	99	164	70	84	117	26	95	80	86	70	68
f. Discounts on goods and services purchased from company by employees	17	6	18	9	3	18	1	7	14	0	0	6	1	1	10	15	24	32	270	29	13	11	33	5
g. Employee meals furnished by company	29	8	17	0	11	0	29	42	0	0	3	4	1	17	2	2	43	33	0	3	44	88	42	39
h. Miscellaneous payments (vision care, prescription drugs, separation or termination pay, moving expenses, etc.)	58	56	43	5	4	59	75	46	155	19	173	21	42	67	50	39	59	75	3	25	41	105	58	37
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	752	772	739	537	685	756	1,068	698	752	822	755	851	768	793	771	684	739	926	515	602	643	648	822	651
4. Payments for time not worked	2,044	2,053	1,879	964	1,861	1,875	2,565	3,317	1,917	1,638	2,256	1,792	2,192	2,269	2,529	1,605	2,038	3,040	950	900	1,293	2,039	1,968	1,929
a. Paid vacations and payments in-lieu of vacation	1,049	1,101	1,036	528	1,100	1,055	1,277	1,854	1,086	885	1,393	1,020	1,205	1,137	1,141	842	1,012	1,479	471	466	622	961	1,082	935
b. Payments for holidays not worked	611	681	583	380	617	534	823	946	629	513	635	658	765	750	939	526	561	885	344	257	391	676	391	517
c. Paid sick leave	286	186	233	25	106	240	367	421	121	196	56	70	140	229	347	197	356	503	114	145	219	311	370	381
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	99	84	27	32	38	45	99	96	80	44	171	44	82	153	102	40	109	173	21	32	60	92	126	97
5. Other items	549	630	683	284	163	958	1,023	990	438	282	429	601	521	819	585	747	491	499	170	664	878	480	187	522
a. Profit-sharing payments	234	331	377	181	45	594	463	202	240	151	185	309	270	536	151	455	165	54	115	330	480	90	48	207
b. Contributions to employee thrift plans	131	119	107	26	31	97	280	747	39	99	169	98	45	83	164	124	140	241	22	86	208	179	20	110
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	69	91	86	49	60	222	204	8	53	4	38	101	116	84	52	76	54	33	15	172	61	63	22	66
d. Employee education expenditures (tuition refunds, etc.)	63	36	14	21	11	39	32	24	48	29	13	30	30	74	40	40	82	67	6	75	92	85	77	101
e. Special wage payments ordered by courts, payments to union stewards, etc.	51	53	99	7	15	7	44	8	59	0	22	62	60	42	178	51	49	104	12	1	36	64	19	38

*Includes research, engineering, education, government agencies, construction, etc.

**Figure is considerably less than legal rate, because most reporting companies had only a small proportion of employees covered by tax.

***Less than 50¢.

6. REGIONAL VARIATIONS

Benefit payments by region for the various industry groups are shown in Table 9. The regions are based upon United States Bureau of the Census divisions. States constituting each region are listed in a footnote following the table.

For all industries, payments averaged 39.5 percent of payroll in the East North Central region, and 38.8 in the Northeast region.

The Western region averaged 37.0 percent, and the Southeast region averaged 35.1 percent.

TABLE 9. Employee Benefits as Percent of Payroll, by Region and Industry Groups, 1985

Industry group	Total, all regions*	Northeast*	East North Central*	Southeast*	West*
Total, all industries	37.7	38.8	39.5	35.1	37.0
Total, all manufacturing	39.7	40.9	42.9	35.0	37.4
Manufacture of:					
Food, beverages, and tobacco	39.7	41.8	41.3	31.6	39.0
Textile products and apparel	32.3	**	35.9	30.9	**
Pulp, paper, lumber, and furniture	35.3	39.9	32.7	26.3	37.1
Printing and publishing	34.3	38.1	**	30.2	33.6
Chemicals and allied products	43.0	42.2	48.6	36.8	**
Petroleum industry	39.1	**	**	37.7	37.7
Rubber, leather, and plastic products	40.0	39.1	44.2	**	**
Stone, clay, and glass products	34.0	**	33.7	32.4	**
Primary metal industries	49.6	52.1	50.8	36.3	**
Fabricated metal products (excluding machinery and transportation equipment)	42.1	46.7	41.7	36.9	**
Machinery (excluding electrical)	40.1	38.2	41.4	44.8	34.1
Electrical machinery, equipment, and supplies	39.1	39.1	42.0	34.4	38.7
Transportation equipment	41.5	40.8	50.4	38.7	38.4
Instruments and miscellaneous manufacturing industries	34.4	35.3	**	34.8	33.3
Total, all nonmanufacturing	36.3	36.5	36.7	35.2	36.8
Public utilities (electric, gas, water, telephone, etc.)	41.2	40.7	40.8	40.1	42.9
Department stores	30.7	**	34.5	22.7	**
Trade (wholesale and other retail)	31.5	35.6	31.8	26.5	31.7
Banks, finance companies, and trust companies	34.5	35.6	35.8	34.3	32.8
Insurance companies	37.6	37.5	38.2	34.6	38.0
Hospitals	34.4	35.2	34.3	32.7	34.7
Miscellaneous nonmanufacturing industries***	33.9	34.1	36.3	32.4	33.9
Number of companies	1,000	260	273	226	241

States in each region are:

NORTHEAST: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

EAST NORTH CENTRAL: Illinois, Indiana, Michigan, Ohio, and Wisconsin.

SOUTHEAST: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington, and Wyoming.

**Fewer than three companies reporting.*

***Includes research, engineering, education, government agencies, construction, etc.*

7. SIZE OF COMPANY VARIATIONS

The largest firms paid higher benefits than smaller firms, as shown in Table 10.

Companies with 5,000 or more employees paid 39.1 percent for benefits. Companies with 2,500 to 4,999 employees paid 36.6 percent, and those with 1,000 to 2,499 averaged 38.3 percent. Companies with 500 to 999 employees averaged 36.7 percent, and those employing 100 to 499 averaged 37.7 percent. Those companies with fewer than 100 employees also paid 37.7 percent of payroll for benefits.

TABLE 10. Employee Benefits as Percent of Payroll, by Size of Company and Industry Groups, 1985

Industry group	Total all companies	Number of employees					
		Under 100	100-499	500-999	1,000-2,499	2,500-4,999	5,000 and over
Total, all industries	37.7	37.7	37.7	36.7	38.3	36.6	39.1
Total, all manufacturing	39.7	38.7	39.4	37.5	41.6	39.9	41.8
Manufacture of:							
Food, beverages, and tobacco	39.7	33.8	40.0	*	47.5	*	35.0
Textile products and apparel	32.3	28.4	38.2	30.7	*	*	31.2
Pulp, paper, lumber, and furniture	35.3	35.2	34.3	*	36.5	*	*
Printing and publishing	34.3	34.6	32.5	*	33.9	*	*
Chemicals and allied products	43.0	*	38.1	38.5	53.5	45.8	45.5
Petroleum industry	39.1	*	*	*	43.2	*	*
Rubber, leather, and plastic products	40.0	35.9	42.2	*	*	*	44.1
Stone, clay, and glass products	34.0	*	29.1	*	*	*	*
Primary metal industries	49.6	47.2	47.0	*	56.5	*	*
Fabricated metal products (excluding machinery and transportation equipment)	42.1	40.7	46.2	37.8	38.2	*	*
Machinery (excluding electrical)	40.1	40.5	38.5	34.9	44.3	40.7	*
Electrical machinery, equipment, and supplies	39.1	37.4	41.2	38.2	40.5	36.1	38.5
Transportation equipment	41.5	*	38.9	37.6	43.3	38.7	44.2
Instruments and miscellaneous manufacturing industries	34.4	40.7	31.9	36.2	32.0	*	*
Total, all nonmanufacturing	36.3	36.6	35.8	36.2	36.6	35.4	37.4
Public utilities (electric, gas, water, telephone, etc.)	41.2	43.1	40.6	43.3	40.7	40.5	41.2
Department stores	30.7	*	*	*	*	*	33.4
Trade (wholesale and other retail)	31.5	33.1	31.7	*	30.2	*	35.0
Banks, finance companies, and trust companies	34.5	40.0	39.6	32.6	37.4	29.5	32.7
Insurance companies	37.6	36.4	38.2	37.1	37.9	38.3	36.4
Hospitals	34.4	*	34.0	36.1	33.9	32.6	*
Miscellaneous nonmanufacturing industries**	33.9	36.4	33.6	32.2	33.2	31.3	35.2
Number of companies	1,000	103	249	181	208	112	147

Fewer than three companies reporting.

***Includes research, engineering, education, government agencies, construction, etc.*

8. PENSION AND INSURANCE COSTS

Because of the wide interest in private pension and insurance programs, tabulations are included showing distributions of amounts paid by individual companies for these programs, and also average employee payroll deductions for pensions and insurance. Employer payments are net amounts after

TABLE 11. Pension* Payments, by Industry Groups, 1985

Industry group	Total companies in survey	Number of companies paying specified percent of payroll for pensions									Pension payments as percent of payroll				Average pension payments as percent of payroll for companies having pensions
		0%	0.1-1.9%	2.0-3.9%	4.0-5.9%	6.0-7.9%	8.0-9.9%	10.0-11.9%	12.0-13.9%	14.0% and over	Total	Premiums under insurance and annuity contracts	Payments to uninsured trusteed pension plans	Payments under unfunded pension plans	
Total, all industries	1,000	217	147	209	189	104	61	29	19	25	4.2	2.4	1.6	0.2	5.2
Total, all manufacturing	416	109	85	96	57	29	16	8	5	11	3.3	1.5	1.8	0.1	4.4
Manufacture of:															
Food, beverages, and tobacco	26	7	2	7	7	2	...	1	...	...	3.2	1.4	1.8	**	4.3
Textile products and apparel	24	8	5	8	1	2	...	...	...	...	2.1	0.6	1.3	0.1	3.0
Pulp, paper, lumber, and furniture	22	6	6	8	...	2	...	...	...	...	1.9	0.6	1.0	0.3	2.6
Printing and publishing	22	7	6	5	3	...	1	...	...	...	2.0	1.2	0.7	0.1	2.7
Chemicals and allied products	27	6	4	5	8	2	...	1	...	1	4.1	1.8	2.2	0.1	5.3
Petroleum industry	10	1	3	1	...	1	3	...	...	1	6.0	2.6	2.9	0.4	6.6
Rubber, leather, and plastic products	14	4	5	3	1	1	...	...	...	...	1.9	0.9	0.7	0.4	2.7
Stone, clay, and glass products	9	2	3	1	2	1	...	...	...	...	2.5	0.7	1.8	**	3.2
Primary metal industries	31	6	1	8	3	2	4	1	3	3	6.4	3.0	3.4	**	7.8
Fabricated metal products (excluding machinery and transportation equipment)	43	13	8	9	6	1	2	1	2	1	3.3	1.0	2.1	0.1	4.5
Machinery (excluding electrical)	55	13	11	14	7	4	3	1	...	2	3.4	1.6	1.8	**	4.5
Electrical machinery, equipment, and supplies	68	21	16	12	10	5	...	3	...	1	2.8	1.3	1.5	**	4.0
Transportation equipment	32	2	6	8	7	4	3	...	...	2	4.6	2.6	2.0	**	4.9
Instruments and miscellaneous manufacturing industries	33	13	9	7	2	2	...	...	...	...	1.6	0.5	0.8	0.3	2.7
Total, all nonmanufacturing	584	108	62	113	132	75	45	21	14	14	4.7	3.0	1.6	0.2	5.7
Public utilities (electric, gas, water, telephone, etc.)	127	7	3	6	28	37	24	12	3	7	7.4	4.6	2.6	0.3	7.8
Department stores	10	5	3	1	...	1	...	...	...	...	1.5	0.1	1.3	**	2.7
Trade (wholesale and other retail)	33	18	6	3	4	2	...	...	...	...	1.5	0.8	0.7	**	3.1
Banks, finance companies, and trust companies	75	15	14	19	22	3	1	...	1	...	3.0	1.1	1.8	0.1	3.7
Insurance companies	85	12	9	21	18	7	11	3	2	2	4.9	3.3	1.4	0.2	5.5
Hospitals	117	10	17	43	36	8	1	2	...	...	3.6	2.4	1.0	0.1	3.9
Miscellaneous nonmanufacturing industries***	137	41	10	20	24	17	8	4	8	5	4.4	2.9	1.1	0.4	6.3

*Includes net pension-plan premiums and pension payments not covered by insurance-type plan.

**Less than 0.05%.

***Includes research, engineering, education, government agencies, construction, etc.

deducting any dividends or credits returned to the employer by the insurer.

Pensions

As shown in Table 11, 217 firms, or 22 percent of those responding, reported no payments for private pensions, while 25 companies paid amounts for pensions equaling 14 percent or more of payroll. Pension payments for all companies surveyed averaged 4.2 percent of payroll (the figure shown in Tables 4 and 6), but if companies reporting no pension payments are omitted, the average becomes 5.2 percent of payroll.

The average pension payment of 4.2 percent included 2.4 percent for premiums under insurance or annuity contracts, 1.6 percent for payments to uninsured trusteed pension plans, and 0.2 percent for payments under unfunded pension plans.

Among the manufacturing industries 26 percent of the firms reported no pension payments, while among the non-manufacturing firms 18 percent reported no pension payments. Six percent of the manufacturing firms paid 10 percent or more of payroll for pensions, and 8 percent of the non-manufacturing firms paid 10 percent or more.

Insurance

The distribution of insurance payments by industry groups is shown in Table 12. Payments for insurance were reported by all but 8 of the firms. The

TABLE 12. Insurance* Payments, by Industry Groups, 1985

Industry group	Total companies in survey	Number of companies paying specified percent of payroll for insurance									Average insurance payments as percent of payroll	
		0%	0.1-1.9%	2.0-3.9%	4.0-5.9%	6.0-7.9%	8.0-9.9%	10.0-11.9%	12.0-13.9%	14.0% and over	All companies	Companies having insurance
Total, all industries	1,000	8	20	119	255	270	166	68	53	41	7.2	7.3
Total, all manufacturing	416	5	8	22	68	111	89	44	40	29	8.5	8.5
Manufacture of:												
Food, beverages, and tobacco	26	1	...	...	4	9	5	5	2	...	8.1	8.4
Textile products and apparel	24	...	1	2	6	9	3	...	2	1	7.0	7.0
Pulp, paper, lumber, and furniture	22	...	...	...	5	7	4	1	4	1	8.5	8.5
Printing and publishing	22	...	1	3	7	10	...	...	1	...	6.0	6.0
Chemicals and allied products	27	...	...	2	5	8	7	1	2	2	8.1	8.1
Petroleum industry	10	...	...	2	5	1	...	1	1	...	6.3	6.3
Rubber, leather, and plastic products	14	...	...	...	2	7	1	1	1	2	8.6	8.6
Stone, clay, and glass products	9	...	...	1	...	4	2	1	1	...	8.1	8.1
Primary metal industries	31	...	...	1	1	3	3	8	5	10	12.3	12.3
Fabricated metal products (excluding machinery and transportation equipment)	43	...	...	...	4	7	13	10	5	4	10.1	10.1
Machinery (excluding electrical)	55	...	1	2	8	13	12	8	5	6	9.2	9.2
Electrical machinery, equipment, and supplies	68	1	2	4	11	19	23	3	5	...	7.5	7.6
Transportation equipment	32	1	1	1	3	9	7	4	3	3	8.7	9.0
Instruments and miscellaneous manufacturing industries	33	2	2	4	7	5	9	1	3	...	6.7	7.1
Total, all nonmanufacturing	584	3	12	97	187	159	77	24	13	12	6.3	6.4
Public utilities (electric, gas, water, telephone, etc.)	127	...	...	8	39	46	21	9	2	2	6.9	6.9
Department stores	10	...	...	3	4	2	1	...	...	...	4.9	4.9
Trade (wholesale and other retail)	33	...	1	9	3	8	7	1	3	1	6.8	6.8
Banks, finance companies, and trust companies	75	1	2	13	23	23	6	3	...	4	6.6	6.7
Insurance companies	85	...	2	10	30	20	14	5	3	1	6.6	6.6
Hospitals	117	...	2	30	44	28	10	2	...	1	5.5	5.5
Miscellaneous nonmanufacturing industries**	137	2	5	24	44	32	18	4	5	3	6.0	6.1

*Includes net premiums paid for life, hospital, surgical, medical, and major medical insurance, plus death, surgical, and medical care payments not insured. Does not include sick leave pay.

**Includes research, engineering, education, government agencies, construction, etc.

most frequent amount paid for insurance was 6.0 to 7.9 percent of payroll. Ninety-four firms reported insurance payments amounting to 12 percent or more of payroll.

Insurance payments averaged 7.2 percent of payroll, including 0.5 percent for life insurance, 5.6 percent for health insurance, and 1.1 percent not separated between life and health, as shown in Table 13. Eighty-two percent of the companies reported payments for life insurance, 86 percent reported payments for health insurance, and 14 percent reported combined payments for life and health insurance.

Payroll Deductions

Employee payroll deductions for private pension programs were reported by 17 percent of the companies, including 15 percent of those in manufacturing and 19 percent of the non-manufacturing firms, as shown in Table 14. Deductions were reported by 30 percent of the firms in the petroleum industry, but by only three of the firms in primary metals industries.

While deductions for pensions averaged 0.5 percent of payroll for all companies in the survey (as shown in Table 14), they averaged 2.8 percent of payroll for those companies having deductions.

Payroll deductions for insurance were reported by 78 percent of the companies, including 69 percent of the manufacturing firms and 84 percent of the non-manufacturing firms. Deductions were reported by 100 percent of the petroleum companies, but by only 45 percent of the firms in primary metals industries. Insurance deductions averaged 1.5 percent of payroll for all firms in the survey, but were 2.0 percent for those firms having deductions.

TABLE 13. Insurance Payments, by Type of Insurance, 1985

Industry group	Average insurance payments as percent of payroll, all companies				Percent of companies reporting insurance payments			Average for companies reporting specific type of insurance payments		
	Total	Life	Health	L&H*	Life	Health	L&H*	Life	Health	L&H*
Total, all industries	7.2	0.5	5.6	1.1	82	86	14	0.7	6.5	7.2
Total, all manufacturing	8.5	0.5	6.2	1.8	75	80	20	0.6	7.8	8.3
Manufacture of:										
Food, beverages, and tobacco	8.1	0.3	5.6	2.1	65	73	27	0.5	7.8	6.5
Textile products and apparel	7.0	0.5	5.2	1.3	79	83	17	0.6	6.2	6.7
Pulp, paper, lumber, and furniture	8.5	0.2	4.6	3.7	59	64	36	0.4	7.2	9.4
Printing and publishing	6.0	0.4	4.5	1.1	77	82	18	0.6	5.5	5.6
Chemicals and allied products	8.1	0.4	5.8	1.8	81	81	19	0.5	7.2	9.8
Petroleum industry	6.3	0.7	5.6	0.0	90	100	0	0.8	5.6	0.0
Rubber, leather, and plastic products	8.6	0.5	6.4	1.6	79	79	21	0.6	8.3	5.4
Stone, clay, and glass products	8.1	0.6	5.1	2.4	78	78	22	0.8	6.6	10.4
Primary metal industries	12.3	0.5	8.7	3.1	68	71	29	0.7	12.2	11.0
Fabricated metal products (excluding machinery and transportation equipment)	10.1	0.4	7.6	2.1	74	84	21	0.5	9.1	9.5
Machinery (excluding electrical)	9.2	0.5	6.3	2.4	73	73	25	0.7	8.6	9.6
Electrical machinery, equipment, and supplies	7.5	0.5	6.5	0.5	82	93	7	0.6	7.0	4.6
Transportation equipment	8.7	0.4	7.2	1.1	78	84	13	0.5	8.6	8.7
Instruments and miscellaneous manufacturing industries	6.7	0.5	4.5	1.8	67	70	24	0.7	6.3	7.3
Total, all nonmanufacturing	6.3	0.6	5.2	0.6	86	90	10	0.7	5.7	5.5
Public utilities (electric, gas, water, telephone, etc.)	6.9	0.7	5.9	0.3	90	95	5	0.8	6.1	5.8
Department stores	4.9	0.2	4.0	0.7	90	90	10	0.3	4.6	5.2
Trade (wholesale and other retail)	6.8	0.5	5.2	1.1	79	85	15	0.6	6.2	5.2
Banks, finance companies, and trust companies	6.6	0.7	4.9	1.0	88	88	12	0.8	5.5	6.5
Insurance companies	6.6	0.7	5.6	0.2	93	96	4	0.8	5.8	4.3
Hospitals	5.5	0.3	5.0	0.2	91	95	5	0.3	5.2	3.2
Miscellaneous nonmanufacturing industries**	6.0	0.5	4.4	1.1	77	81	19	0.7	5.4	5.8

Companies reporting one payment for both life and health insurance (items C-4 through C-7 of questionnaire).

***Includes research, engineering, education, government agencies, construction, etc.*

TABLE 14. Employee Payroll Deductions for Pensions and Insurance, 1985

Industry group	Pensions			Insurance		
	Percent of companies reporting deductions	Average deductions as percent of payroll		Percent of companies reporting deductions	Average deductions as percent of payroll	
		Total, all companies	Companies having deductions		Total, all companies	Companies having deductions
Total, all industries	17	0.5	2.8	78	1.5	2.0
Total, all manufacturing	15	0.4	2.3	69	1.3	1.9
Manufacture of:						
Food, beverages, and tobacco	23	0.9	4.2	58	1.1	1.8
Textile products and apparel	13	0.2	1.7	88	2.6	3.0
Pulp, paper, lumber, and furniture	14	*	0.3	73	2.9	3.9
Printing and publishing	9	*	0.5	86	1.1	1.3
Chemicals and allied products	11	0.3	2.5	85	0.9	1.1
Petroleum industry	30	1.0	3.3	100	3.5	3.5
Rubber, leather, and plastic products	14	0.1	0.9	64	0.9	1.5
Stone, clay, and glass products	11	0.6	6.5	78	1.1	1.4
Primary metal industries	3	0.1	3.2	45	0.5	1.1
Fabricated metal products (excluding machinery and transportation equipment)	12	0.2	2.1	51	1.1	2.1
Machinery (excluding electrical)	11	0.2	1.9	67	1.1	1.7
Electrical machinery, equipment, and supplies	29	0.7	2.4	75	1.1	1.5
Transportation equipment	9	0.1	0.6	50	0.8	1.7
Instruments and miscellaneous manufacturing industries	12	0.4	2.8	76	1.3	1.8
Total, all nonmanufacturing	19	0.6	3.1	84	1.7	2.1
Public utilities (electric, gas, water, telephone, etc.)	13	0.4	3.4	80	1.4	1.7
Department stores	30	0.9	3.3	90	1.5	1.6
Trade (wholesale and other retail)	9	0.1	1.7	67	1.2	1.8
Banks, finance companies, and trust companies	7	0.1	2.0	92	1.6	1.8
Insurance companies	13	0.3	2.4	92	2.3	2.5
Hospitals	21	0.4	1.8	87	1.8	2.0
Miscellaneous nonmanufacturing industries**	35	1.4	3.9	80	2.0	2.5

*Less then 0.05%.

**Includes research, engineering, education, government agencies, construction, etc.

9. PERCENT OF COMPANIES PAYING EMPLOYEE BENEFITS

Payments for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes) were reported by 99 percent of the companies surveyed, and 99 percent of the companies reported payments for Unemployment Compensation (Table 15). Eighty-nine percent reported payments for vacations, and 82 percent also reported payments for holidays.

Paid sick leave was reported by 78 percent of the companies, including 60 percent of those in manufacturing and 90 percent of the non-manufacturing firms. Profit-sharing payments were reported by 22 percent of the firms, including 45 percent of the printing and publishing firms, but by only 3 percent of the hospitals.

Average costs of benefit payments for companies reporting such payments are shown in Table 16. Payments for dental insurance, profit-sharing, contributions to employee thrift plans, and other benefits paid by a relatively small percentage of companies differ significantly in this table from the all-company averages shown in Table 6.

For example, profit-sharing payments for all industries are 1.1 percent of payroll, as shown in Tables 4 and 6, which are based upon all companies in the survey. However, as shown in Table 15, only 22 percent of the companies reported profit-sharing. For those companies reporting profit-sharing, this benefit was 5.1 percent of payroll, as shown in Table 16. The Chamber survey shows each benefit as a percent of the company's reported payroll. In many firms having profit-sharing only some of the employees participate in profit-sharing, and for those employees having profit-sharing, their percentage would be higher than a company average based upon all employees. Studies by other organizations show profit-sharing is about 9 or 10 percent of payroll for those employees participating in profit-sharing programs.

Moreover, it is interesting to note that the 22 percent figure for companies reporting profit-sharing is greatly affected by the very small numbers of public utilities and hospitals that reported profit-sharing payments. If these two industry categories are excluded, the percentage of non-manufacturing companies reporting profit-sharing would rise from 17 percent to 26 percent, and the "total, all industries" would rise from 22 percent to 28 percent.

TABLE 15. Percent of Companies Paying Employee Benefits, 1985

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
1. Legally required payments (employer's share only):																								
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	99	100	100	100	100	100	100	100	100	100	100	100	98	100	100	100	99	99	100	97	100	100	100	96
b. Unemployment Compensation	99	100	100	100	100	100	100	100	100	100	100	100	100	100	97	100	99	99	100	100	100	100	97	99
c. Workers' compensation (including estimated cost of self-insured)	94	97	85	96	100	95	96	100	100	89	100	93	98	97	100	100	91	94	90	94	88	92	96	86
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.	11	9	19	4	14	14	7	20	0	11	10	2	5	9	9	15	12	10	20	15	8	19	6	16
2. Pension, insurance, and other agreed-upon payments (employer's share only):																								
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	79	75	73	67	73	77	78	90	71	78	81	72	76	69	94	61	82	94	60	48	80	88	[illegible]	71
b. Life insurance premiums, death benefits, hospital, surgical, medical, and major medical insurance premiums, etc. (net)	99	99	96	100	100	100	100	100	100	100	100	100	100	99	97	94	99	100	100	100	99	100	100	99
c. Short-term disability	39	50	46	42	50	45	48	40	43	22	52	60	53	60	44	45	30	25	50	39	25	42	31	26
d. Salary continuation or long-term disability	50	28	35	13	9	41	63	70	14	22	16	19	18	29	34	39	65	65	40	55	79	73	67	55
e. Dental insurance premiums	49	47	58	13	36	36	59	80	21	22	39	40	42	62	66	52	51	64	30	39	49	49	56	42
f. Discounts on goods and services purchased from company by employees	16	9	23	21	9	23	4	10	21	0	0	5	5	4	9	15	20	22	80	24	11	24	34	4
g. Employee meals furnished by company	21	10	19	0	27	0	26	40	0	0	6	5	4	15	6	6	28	33	10	9	29	53	30	11
h. Miscellaneous payments (vision care, prescription drugs, separation or termination pay, moving expenses, etc.)	42	34	35	25	23	50	33	30	50	33	35	16	27	43	34	42	47	50	20	36	47	68	51	33
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	80	84	77	83	77	77	93	50	79	78	77	93	95	84	84	85	77	83	80	73	76	75	89	64
4. Payments for time not worked:																								
a. Paid vacations and payments in lieu of vacation	89	91	85	100	91	95	89	100	86	78	87	98	89	96	94	82	87	96	80	70	71	96	93	82
b. Payments for holidays not worked	82	86	77	83	77	91	89	100	86	67	87	88	85	91	91	76	79	95	80	58	57	91	77	75
c. Paid sick leave	78	60	85	42	41	73	81	70	79	78	26	42	53	69	78	61	90	96	100	88	79	88	95	86
d. Payments for State or National Guard duty, jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	77	78	69	75	82	73	78	90	86	78	77	81	80	72	88	79	77	94	70	64	52	82	78	74
5. Other items:																								
a. Profit-sharing payments	22	29	31	42	14	45	30	20	21	22	16	26	24	40	16	39	17	5	50	39	43	19	3	18
b. Contributions to employee thrift plans	33	30	35	17	23	32	63	70	29	33	16	14	16	28	47	39	36	54	30	27	53	55	9	23
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	53	53	58	50	64	45	67	40	50	22	39	51	51	60	56	58	53	54	40	48	55	75	54	39
d. Employee education expenditures (tuition refunds, etc.)	69	56	35	38	41	64	67	70	50	67	32	49	60	74	63	58	78	83	30	45	81	87	91	66
e. Special wage payments ordered by courts, payments to union stewards, etc.	32	36	35	21	27	18	44	40	50	0	29	30	42	40	63	30	30	53	10	3	19	44	25	19

*Includes research, engineering, education, government agencies, construction, etc.

TABLE 16. Average Benefit Costs as Percent of Payroll for Companies Paying Employee Benefits, 1985

Type of benefit	Total, all industries	Manufacturing industries															Nonmanufacturing industries							
		Total, all manufacturing	Food, beverages, and tobacco	Textile products and apparel	Pulp, paper, lumber, and furniture	Printing and publishing	Chemicals and allied products	Petroleum industry	Rubber, leather, and plastic products	Stone, clay, and glass products	Primary metal industries	Fabricated metal products (excluding mach. and trans. equipment)	Machinery (excluding electrical)	Electrical machinery, equipment, and supplies	Transportation equipment	Instruments and miscellaneous manufacturing industries	Total, all nonmanufacturing	Public utilities (electric, gas, water, telephone, etc.)	Department stores	Trade (wholesale and other retail)	Banks, finance companies, and trust companies	Insurance companies	Hospitals	Miscellaneous nonmanufacturing industries*
1. Legally required payments (employer's share only):																								
a. Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	6.7	6.8	6.9	6.8	6.6	6.6	6.8	6.7	6.9	6.7	6.9	6.8	6.9	6.8	6.6	6.7	6.6	6.6	6.7	6.7	6.6	6.6	6.8	6.4
b. Unemployment Compensation	1.6	2.1	1.9	2.3	1.7	1.1	1.3	0.9	2.3	2.3	3.0	2.9	2.7	1.8	1.9	2.0	1.3	0.7	2.1	2.3	1.9	1.4	1.1	1.3
c. Workers' compensation (including estimated cost of self-insured)	1.3	2.0	2.8	1.2	3.4	0.8	1.0	1.9	3.3	1.9	4.0	2.6	2.0	1.1	1.6	1.2	0.8	0.8	1.4	1.3	0.4	0.3	0.8	1.1
d. Railroad Retirement Tax, Railroad Unemployment and Cash Sickness Insurance, state sickness benefits insurance, etc.	1.1	0.6	2.4	0.1	0.1	0.2	0.2	0.1	0.0	0.2	0.1	0.6	1.3	0.4	0.3	0.5	1.3	0.4	0.2	0.4	0.2	0.1	1.9	3.1
2. Pension, insurance, and other agreed-upon payments (employer's share only):																								
a. Pension plan premiums and pension payments not covered by insurance-type plan (net)	5.2	4.4	4.3	3.0	2.6	2.7	5.3	6.6	2.7	3.2	7.8	4.5	4.5	4.0	4.9	2.7	5.7	7.8	2.7	3.1	3.7	5.5	3.9	6.3
b. Life insurance premiums, death benefits; hospital, surgical, medical, and major medical insurance premiums, etc. (net)	7.3	8.5	8.4	7.0	8.5	6.0	8.1	6.3	8.6	8.1	12.3	10.1	9.2	7.6	9.0	7.1	6.4	6.9	4.9	6.8	6.7	6.6	5.5	6.1
c. Short-term disability	0.7	0.8	0.9	0.5	0.9	0.5	1.1	1.0	0.9	0.3	1.1	0.6	0.8	0.8	1.0	0.7	0.6	0.9	0.3	0.5	0.7	0.7	0.6	0.4
d. Salary continuation or long-term disability	0.4	0.4	0.4	0.4	0.3	0.3	0.4	0.4	1.3	0.4	0.7	0.3	0.5	0.3	0.3	0.4	0.4	0.4	0.2	0.3	0.4	0.5	0.3	0.5
e. Dental insurance premiums	0.8	0.9	0.8	0.5	0.7	0.7	1.0	0.6	0.8	0.8	1.1	0.8	1.2	0.7	1.1	0.7	0.7	0.7	0.6	1.3	0.8	0.8	0.6	0.7
f. Discounts on goods and services purchased from company by employees	0.5	0.3	0.4	0.3	0.1	0.4	0.1	0.2	0.3	0.0	0.0	0.7	0.1	0.1	0.6	0.6	0.6	0.6	2.4	0.7	0.6	0.2	0.5	0.6
g. Employee meals furnished by company	0.6	0.4	0.4	0.0	0.2	0.0	0.5	0.3	0.0	0.0	0.2	0.4	0.1	0.5	0.2	0.1	0.7	0.4	0.0	0.2	0.8	0.8	0.7	1.6
h. Miscellaneous payments (vision care, prescription drugs, separation or termination pay, moving expenses, etc.)	0.6	0.8	0.6	0.2	0.1	0.5	1.0	0.5	1.5	0.3	2.0	0.6	0.6	0.7	0.6	0.4	0.6	0.6	0.1	0.4	0.5	0.8	0.6	0.5
3. Paid rest periods, lunch periods, wash-up time, travel time, clothes-change time, get-ready time, etc.	4.3	4.2	4.4	4.6	4.1	4.6	4.9	4.3	4.8	4.7	4.2	4.5	3.4	4.3	4.0	4.0	4.4	4.3	4.6	4.5	4.4	4.2	4.7	4.5
4. Payments for time not worked:																								
a. Paid vacations and payments in lieu of vacation	5.4	5.5	5.7	3.7	5.4	5.2	6.1	5.9	6.3	5.2	7.0	5.0	5.8	5.4	5.2	5.0	5.3	6.0	4.1	3.7	4.6	4.9	5.9	5.0
b. Payments for holidays not worked	3.4	3.6	3.6	3.2	3.6	2.8	3.9	3.0	3.7	3.4	3.2	3.6	3.8	3.8	4.4	3.4	3.3	3.6	3.0	2.4	3.6	3.7	2.6	3.0
c. Paid sick leave	1.7	1.4	1.3	0.4	1.2	1.6	1.9	1.9	0.8	1.1	0.9	0.8	1.1	1.5	1.8	1.6	1.8	2.0	0.8	0.9	1.5	1.7	2.0	1.9
d. Payments for State or National Guard duty; jury, witness, and voting pay allowances; payments for time lost due to death in family or other personal reasons, etc.	0.6	0.5	0.2	0.3	0.2	0.3	0.5	0.3	0.5	0.3	1.0	0.3	0.4	1.0	0.5	0.2	0.6	0.7	0.2	0.3	0.6	0.5	0.8	0.6
5. Other items:																								
a. Profit-sharing payments	5.1	5.4	6.0	3.2	1.6	6.2	6.5	3.1	5.4	3.2	4.9	6.0	4.6	6.0	5.0	6.0	4.8	4.5	1.4	4.7	5.9	2.4	7.5	5.0
b. Contributions to employee thrift plans	1.8	1.8	1.5	1.1	0.5	1.3	1.9	3.4	0.7	1.6	4.4	3.3	1.1	1.3	1.4	1.6	1.8	1.7	0.5	1.7	2.1	1.6	1.1	2.1
c. Christmas or other special bonuses, service awards, suggestion awards, etc.	0.6	0.8	0.7	0.7	0.4	2.3	1.3	0.1	0.5	0.1	0.4	1.0	0.9	0.6	0.4	0.7	0.5	0.2	0.3	2.0	0.6	0.4	0.2	0.7
d. Employee education expenditures (tuition refunds, etc.)	0.4	0.3	0.2	0.4	0.1	0.3	0.2	0.1	0.5	0.2	0.2	0.3	0.2	0.5	0.3	0.3	0.5	0.3	0.1	0.9	0.6	0.5	0.4	0.7
e. Special wage payments ordered by courts, payments to union stewards, etc.	0.7	0.7	1.3	0.2	0.2	0.2	0.4	0.1	0.6	0.0	0.3	1.0	0.6	0.5	1.2	0.8	0.7	0.7	1.0	0.3	1.0	0.7	0.4	0.9

*Includes research, engineering, education, government agencies, construction, etc.

10. PAYROLL DEDUCTIONS FOR EMPLOYEE BENEFITS

Deductions from paychecks for employee benefits totaled 8.5 percent, as shown in Table 17. Deductions included 6.4 percent for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes); 0.5 percent for pension plan premiums and contributions; and 1.5 percent for life, hospital, surgical, medical, and major medical insurance.

Total deductions averaged 88.9 cents per payroll hour, or $1,847 per year per employee.

Deductions were 11.0 percent for petroleum companies; 9.4 percent for firms in pulp, paper, lumber and furniture; and 9.4 percent for textile products and apparel companies, but only 7.2 percent for the primary metal industries.

As cents per payroll hour, they ranged from 163.3 cents for the petroleum industry to 62.7 cents for department stores.

As dollars per year per employee, they varied from $3,459 for the petroleum industry to $1,302 for department stores.

TABLE 17. Payroll Deductions for Employee Benefits, 1985

Industry group	Deductions as percent of payroll					Total deductions as cents per payroll hour	Total deductions as dollars per year per employee
	Total deductions	Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	Railroad Retirement and state sickness benefits insurance taxes	Pension plan premiums or contributions	Life, hospital, surgical, medical, and major medical insurance		
Total, all industries	8.5	6.4	0.1	0.5	1.5	88.9	1,847
Total, all manufacturing	8.2	6.5	0.1	0.4	1.3	85.2	1,798
Manufacture of:							
Food, beverages, and tobacco	8.8	6.6	0.1	0.9	1.1	88.7	1,885
Textile products and apparel	9.4	6.6	*	0.2	2.6	65.2	1,345
Pulp, paper, lumber, and furniture	9.4	6.4	*	*	2.9	95.8	2,094
Printing and publishing	7.6	6.4	0.1	*	1.1	80.4	1,629
Chemicals and allied products	7.9	6.6	0.1	0.3	0.9	89.4	1,869
Petroleum industry	11.0	6.5	*	1.0	3.5	163.3	3,459
Rubber, leather, and plastic products	7.8	6.7	*	0.1	0.9	74.7	1,567
Stone, clay, and glass products	8.1	6.4	*	0.6	1.1	83.4	1,799
Primary metal industries	7.2	6.7	*	0.1	0.5	77.5	1,656
Fabricated metal products (excluding machinery and transportation equipment)	7.9	6.5	*	0.2	1.1	77.8	1,624
Machinery (excluding electrical)	7.8	6.5	*	0.2	1.1	86.9	1,858
Electrical machinery, equipment, and supplies	8.5	6.6	0.1	0.7	1.1	88.5	1,863
Transportation equipment	7.3	6.3	0.1	0.1	0.8	80.2	1,701
Instruments and miscellaneous manufacturing industries	8.4	6.6	0.1	0.4	1.3	81.8	1,713
Total, all nonmanufacturing	8.7	6.3	0.1	0.6	1.7	91.7	1,883
Public utilities (electric, gas, water, telephone, etc.)	8.2	6.4	*	0.4	1.4	100.8	2,117
Department stores	9.1	6.7	0.1	0.9	1.5	62.7	1,302
Trade (wholesale and retail)	7.9	6.5	0.1	0.1	1.2	70.3	1,424
Banks, finance companies, and trust companies	8.1	6.3	*	0.1	1.6	76.9	1,542
Insurance companies	9.0	6.4	*	0.3	2.3	92.8	1,836
Hospitals	8.8	6.6	0.1	0.4	1.8	83.9	1,735
Miscellaneous nonmanufacturing industries**	9.3	5.9	0.1	1.4	2.0	104.0	2,148

*Less than 0.05%.

**Includes research, engineering, education, government agencies, construction, etc.

11. WAGE AND PAYROLL DATA

Hourly and annual earnings data, together with several payroll items sometimes considered employee benefits, are shown in Table 18.

Highest hourly earnings of $14.84 were reported by the petroleum industry. Lowest were department stores, paying $6.91. On an annual basis, the highest paying was again the petroleum industry, with $31,505 per full-time employee, and lowest again were department stores, paying $13,995.

The average payroll for all companies surveyed was composed of 93.3 percent payments for straight time, 3.4 percent premium pay for overtime, 0.7 percent holiday premium pay, 0.6 percent shift differential, 1.2 percent incentive or production bonus, and 0.8 percent for other payroll items.

If employees received regular pay for holidays, but did not work on these days, such payments are reported as employee benefits in other tables of this report (item 4-b of Tables 4, 6, 7, 8, etc.). If the employee worked on holidays and received $10 per hour for regular straight time worked, but $15 per hour for holiday work, for each hour of holiday work $10 would be reported in Table 18 as straight time and $5 as holiday premium pay.

Payroll data in Table 18 are shown as percent of payroll and cents per payroll hour, but can be converted to dollars per year per employee by using as multipliers the annual figures given in the last column of the table.

Employee benefits are numerous, and there are differences of opinion regarding just what constitutes the benefit package and how it should be computed. Should workers' compensation, suggestion awards, and similar items be included? Should shift differentials, overtime premium pay, etc., be included? Should the base be gross payroll, or total pay for time actually worked, or straight-time pay for time worked?

Four methods of computation are illustrated in Chart 2. In this study benefits are shown as 37.7 percent of payroll, with benefits averaging $8,166 per year per employee and total gross payroll of $21,633.

However, if the computation base is changed to "total pay for time worked," or $18,837, the $8,166 in benefits average 43.4 percent.

If the computation base is changed to "straight-time pay for time worked," or $17,388, the $8,166 in benefits average 47.0 percent.

If overtime and holiday premium pay, shift differentials, production bonus, and other miscellaneous payroll items are also considered benefits, the benefits total $9,615. Compared with the $17,121 of straight-time pay for time worked, the benefits are 55.3 percent.

TABLE 18. Wage Data, by Industry Groups, 1985

Industry group	Average hourly earnings as percent of payroll							Average hourly earnings as cents per hour							Total payroll dollars per year per full-time employee
	Total payroll	Straight-time pay	Overtime premium pay*	Holiday premium pay*	Shift differential	Earned incentive or production bonus	Other	Total payroll	Straight-time pay	Overtime premium pay*	Holiday premium pay*	Shift differential	Earned incentive or production bonus	Other	
Total, all industries	100.0	93.3	3.4	0.7	0.6	1.2	0.8	1,046	978	36	7	6	12	8	21,633
Total, all manufacturing	100.0	92.2	4.0	0.9	0.6	1.5	0.8	1,037	955	43	9	6	16	8	21,786
Manufacture of:															
Food, beverages, and tobacco	100.0	93.4	4.2	0.8	0.3	0.7	0.6	1,003	936	42	8	3	7	6	21,197
Textile products and apparel	100.0	92.6	3.6	1.5	0.3	0.7	1.3	694	643	24	11	2	5	9	14,249
Pulp paper, lumber, and furniture	100.0	90.6	5.1	1.1	0.4	2.0	0.8	1,019	922	53	11	4	21	8	22,053
Printing and publishing	100.0	93.3	3.9	0.5	0.6	1.2	0.6	1,054	983	41	5	7	12	7	21,281
Chemicals and allied products	100.0	92.9	4.8	0.5	1.0	0.6	0.3	1,129	1,048	55	6	11	7	3	23,476
Petroleum industry	100.0	90.1	7.8	0.9	0.9	0.2	0.1	1,484	1,337	115	13	14	3	2	31,505
Rubber, leather, and plastic products	100.0	89.6	2.7	1.6	0.5	4.2	1.4	965	866	26	16	5	38	13	20,242
Stone, clay, and glass products	100.0	92.1	4.5	1.3	0.3	1.0	0.8	1,032	948	48	14	3	10	9	22,114
Primary metal industries	100.0	89.3	4.6	1.4	0.8	3.2	0.7	1,077	961	49	16	9	34	8	22,853
Fabricated metal products (excluding machinery and transportation equipment)	100.0	89.2	4.1	0.7	0.5	3.3	2.1	988	880	41	7	5	33	22	20,585
Machinery (excluding electrical)	100.0	92.7	4.4	0.6	0.5	1.3	0.5	1,109	1,027	49	7	6	14	6	23,440
Electrical machinery, equipment, and supplies	100.0	93.2	3.0	0.9	0.7	1.3	1 0	1,043	972	30	9	7	13	11	21,928
Transportation equipment	100.0	93.9	3.7	0.3	1.1	0.5	0.4	1,096	1,031	40	3	11	6	4	23,243
Instruments and miscellaneous manufacturing industries	100.0	93.9	3.6	0.9	0.4	0.9	0.3	972	912	35	9	4	10	3	20,223
Total, all nonmanufacturing	100.0	94.2	2.9	0.6	0.5	0.9	0.9	1,053	994	32	5	5	9	8	21,524
Public utilities (electric, gas, water, telephone, etc.)	100.0	93.0	5.5	0.5	0.3	0.1	0.7	1,231	1,144	68	6	3	1	8	25,797
Department stores	100.0	95.4	2.3	0.2	0.1	2.1	**	691	659	15	1	1	15	***	13,995
Trade (wholesale and other retail)	100.0	92.6	2.6	0.9	**	2.3	1.6	896	830	23	8	***	20	15	18,102
Banks, finance companies, and trust companies	100.0	93.8	2.0	0.3	0.4	2.8	0.9	947	888	19	3	3	26	8	18,966
Insurance companies	100.0	96.4	1.5	0.2	0.1	1.2	0.6	1,027	990	15	2	1	13	6	20,257
Hospitals	100.0	94.5	1.9	0.8	1.7	0.3	0.9	949	896	18	7	16	3	8	19,587
Miscellaneous nonmanufacturing industries**	100.0	94.2	2.7	0.8	0.4	0.8	1.0	1,114	1,062	29	4	2	8	9	22,776

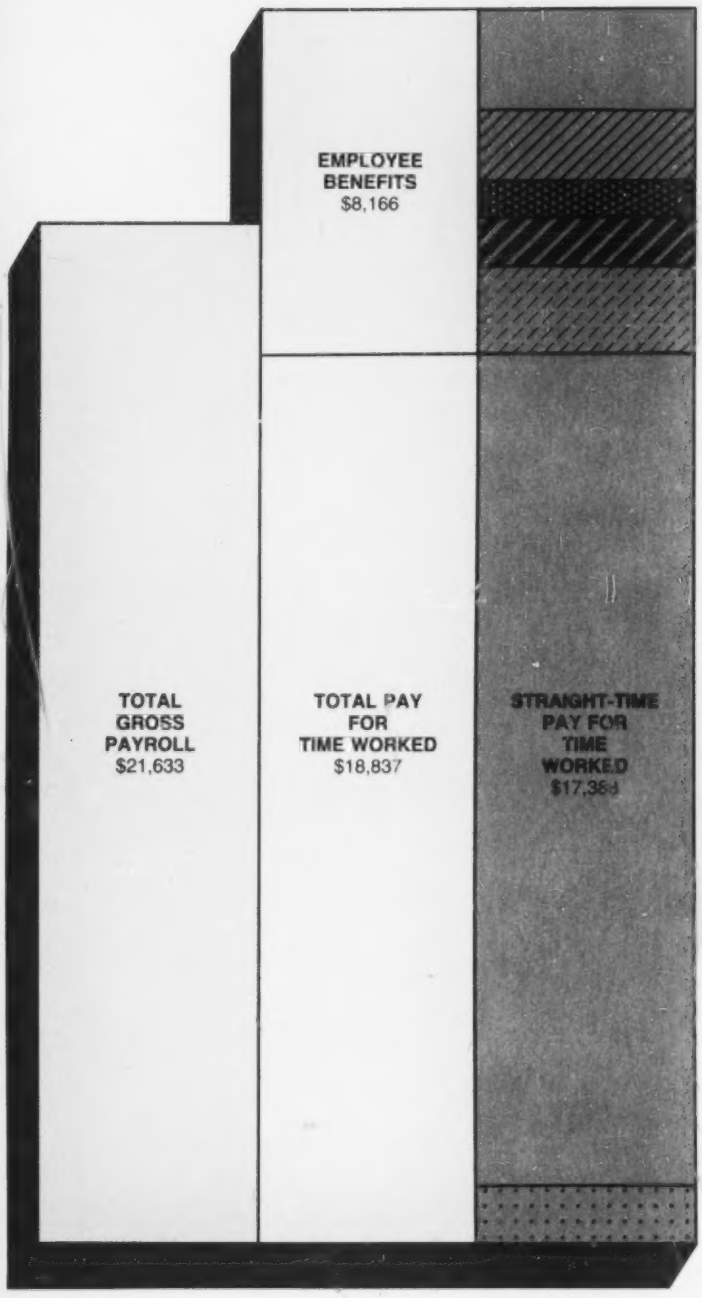
*Includes bonus or premium pay only. If employee receives $10.00 per hour for straight time and $15.00 for overtime, for each overtime hour worked, $10.00 would be shown as straight-time pay and $5.00 as overtime pay.

**Less than 0.05%.

***Less than 0.5¢.

****Includes research, engineering, education, government agencies, construction, etc.

CHART 2. Annual Employee Benefits and Earnings per Employee, 1985



OUTSIDE PAYROLL	$5,369
Legally required payments	2,058
Pensions, insurance, etc.	2,762
Miscellaneous	549
INSIDE PAYROLL	2,796
Rest periods, etc.	752
Paid vacations, holidays, etc.	2,044

EMPLOYEE BENEFITS	$8,166	$8,166	$8,166	$9,615
BASE	$21,633	$18,837	$17,388	$17,388
PERCENT BENEFITS	37.7%	43.4%	47.0%	55.3%

Overtime premium pay	$735
Holiday premium pay	151
Shift differential	130
Production bonus	260
Other payroll items	173
Total	$1,449

12. BENEFITS AS PERCENT OF PAYROLL, 1951 TO 1985

Employee benefits have risen from 18.7 percent of payroll in 1951 to 37.7 percent in 1985, as depicted in Chart 3.

Fully as striking as the increase in total benefits are the changes in individual benefits and in the broader categories of benefits.

Legally required payments (employer's share only) increased from 3.5 percent of payroll in 1951 to 9.5 percent in 1985. Most of this increase was for Old-Age, Survivors, Disability, and Health Insurance (FICA taxes).

During the same time period, outlays for pensions, insurance and other agreed-upon payments (employer's share only) also grew spectacularly, from 5.4 percent of payroll to 12.8 percent. Central to this growth has been the steep rise in payments for life insurance premiums, death benefits, hospital, surgical, medical, and major medical insurance premiums. A preponderance of the insurance cost is for health care.

Dental insurance, a separate benefit, has been rapidly growing during the last several years.

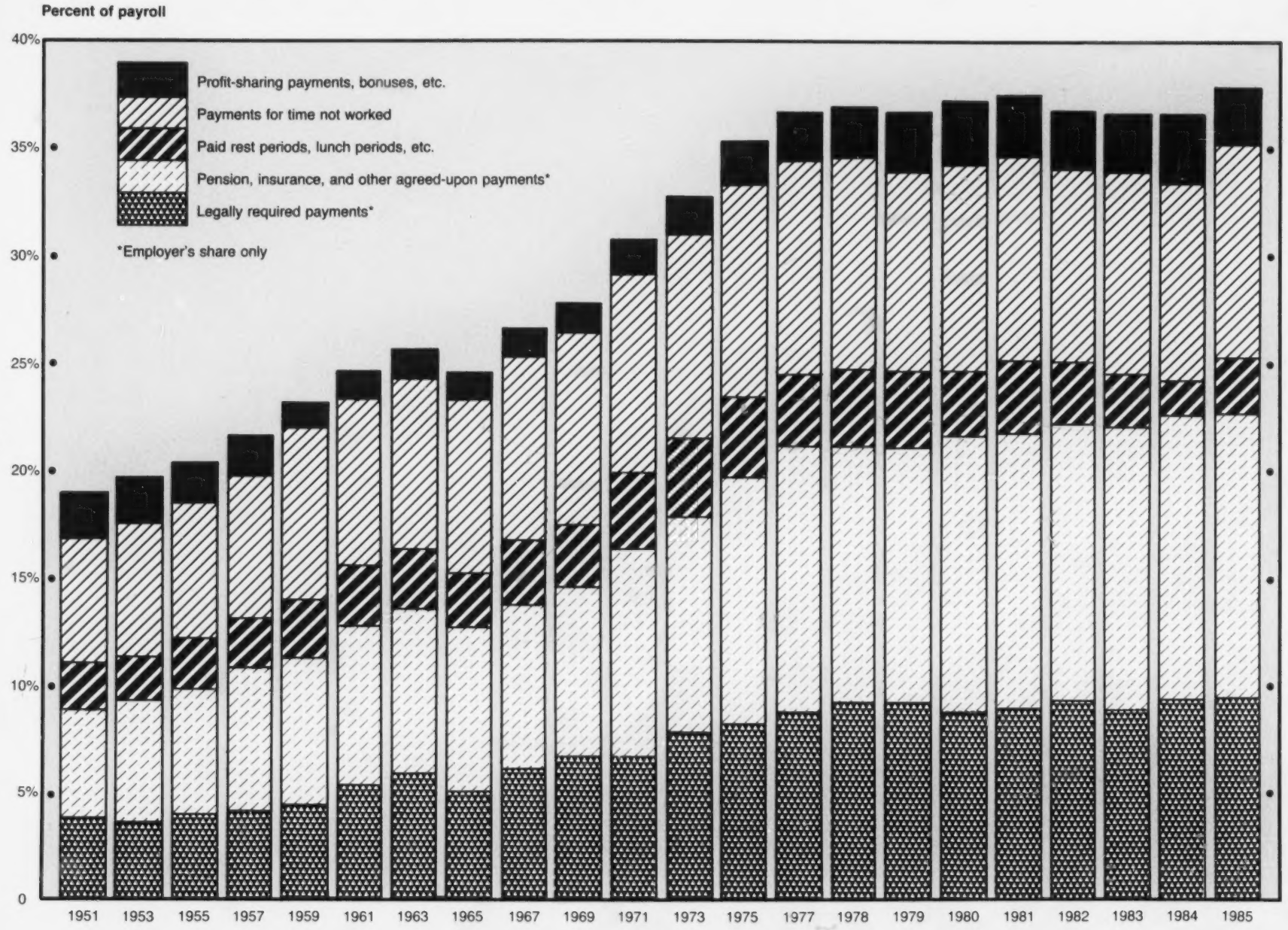
Payments for time not worked, such as vacations, holidays, and sick leave, increased from 6.0 percent of payroll in 1951 to 9.4 percent of payroll in 1985.

The average payment of $3.95 per payroll hour and $8,166 per year per employee in 1985 has increased from $0.32 per payroll hour and $644 per year per employee in 1951.

Changes in the number of reporting companies over the years (N = 736 in 1951; N = 1,000 in 1985) means that the data, although not strictly comparable, do indicate the trend of benefits over time.

Note: Detailed data for 1951-1979 are available in *Employee Benefits-Historical Data: 1951-1979*. See the list on the inside of the back cover.

CHART 3. Total Employee Benefits as Percent of Payroll, 1951 to 1985



13. TOTAL EMPLOYEE BENEFIT COSTS

Total employee benefit costs are estimated at $691.3 billion for 1985, as shown in Table 19. Costs in manufacturing industries are estimated at $174.4 billion, or 37.9 percent of the $460.1 billion paid in wages and salaries. Service industry benefits are estimated at $103 billion, or 27 percent of the $381.3 billion in wages and salaries. Benefits in wholesale and retail trade are estimated at $103.4 billion; finance, insurance, and real estate at $55 billion; construction at $30.9 billion; transportation at $28.8 billion; utilities and communication at $29.4 billion; mining at $12.2 billion; agriculture at $2.5 billion; and federal, state and local government benefits at $151.7 billion.

Total benefits for 1929 are estimated at $1.5 billion, or 3 percent of that year's $50.4 billion in wages and salaries (Table 20). There were no Old-Age, Survivors, Disability, and Health Insurance or Unemployment Compensation programs. The only legally required payments were workers' compensation and government employees' retirement, totaling 0.8 percent.

Agreed-upon programs in 1929 are estimated at 0.4 percent, including small amounts for private pension and insurance programs. Rest periods are estimated at 1 percent, and time paid for but not worked is estimated at 0.7 percent. In 1929, vacations and paid holidays were usually limited to office workers, with the one-week vacation common, and paid holidays considerably fewer than today. Bonuses, profit-sharing, and other miscellaneous benefits in 1929 are estimated at 0.1 percent.

Benefits for 1953 are estimated at 15.5 percent of wages and salaries, or $31 billion. This includes 3.2 percent for legally required payments; 3.2 percent for pensions, insurance and other agreed-upon payments; 2.3 percent for rest periods; 5.7 percent for vacations, holidays, sick leave and other time not worked; and 1.1 percent for bonuses, profit-sharing, and other miscellaneous payments.

The 1963 benefits are estimated at 22 percent of wages and salaries, or $68 billion. This includes 5.6 percent for legally required payments, 4.6 percent for agreed-upon payments, 3.3 percent for rest periods, 7.4 percent for time not worked, and 1.1 percent for other benefits.

Benefit payments for 1973 are estimated to have reached $190 billion, or 27.5 percent of payroll. Legally required payments are estimated at 8.1 percent; agreed-upon payments at 6.3 percent; rest periods, 3.6 percent; time not worked, 8.5 percent, and bonuses, profit-sharing payments, etc., one percent.

Total 1985 benefits are estimated at 35.2 percent of payroll. This includes 10.2 percent for legally required payments, 9.2 percent for pension, insurance, and other agreed-upon payments; and 4.3 percent for rest periods. Vacations, holiday, sick leave, and other time not worked is estimated at 10.3 percent, and bonuses, profit-sharing, and other miscellaneous payments at 1.2 percent.

TABLE 19. Estimated Total Employee Benefits Payments, 1985

Industry	Wages and salaries (Billion dollars)	Benefit payments	
		Percent	Billion dollars
Manufacturing	$ 460.1	37.9%	$174.4
Services	381.3	27.0	103.0
Trade (wholesale and retail)	331.3	31.2	103.4
Finance, insurance, and real estate	135.1	40.7	55.0
Construction	102.1	30.3	30.9
Transportation	72.5	39.7	28.8
Utilities and communication	66.0	44.6	29.4
Mining	28.9	42.2	12.2
Agriculture	16.6	15.2	2.5
Private industry	1,593.9	33.9	539.6
Government (federal, state, local)	371.9	40.8	151.7
Total, all industries	$1,965.8	35.2%	$691.3

SOURCES: Wages and salaries data from U.S. Department of Commerce.
Employee benefit data estimated by U.S. Chamber of Commerce.

TABLE 20. Growth of Employee Benefits, 1929 to 1985

Type of payment	1929	1955	1965	1975	1985
	(Percent of wages and salaries)				
1. Legally required	0.8%	3.3%	5.3%	8.4%	10.2%
Old-Age, Survivors, Disability, and Health Insurance (FICA taxes)	0	1.4	2.3	4.6	5.6
Unemployment Compensation	0	0.7	1.0	0.8	1.2
Workers' compensation	0.6	0.5	0.7	1.0	1.1
Government employees retirement	0.2	0.5	1.0	1.7	2.0
Other	0	0.2	0.3	0.3	0.3
2. Agreed-upon	0.4	3.6	4.6	7.4	9.2
Pensions	0.2	2.2	2.3	3.6	3.7
Insurance	0.1	1.1	2.0	3.4	5.0
Other	0.1	0.3	0.3	0.4	0.5
3. Rest periods	1.0	3.0	3.1	3.7	4.3
4. Time not worked	0.7	5.9	7.3	9.4	10.3
Vacations	0.3	3.0	3.8	4.8	5.2
Holidays	0.3	2.0	2.5	3.2	3.5
Sick leave	0.1	0.8	0.8	1.2	1.3
Other	0	0.1	0.2	0.2	0.3
5. Bonuses, profit-sharing, etc.	0.1	1.2	1.2	1.1	1.2
Total benefit payments	3.0%	17.0%	21.5%	30.0%	35.2%
	(Billion dollars)				
Wages and salaries	$50.4	$210.4	$358.4	$806.6	$1,965.8
Total benefit payments	$ 1.5	$ 36.0	$ 77.0	$240.0	$ 691.3

Source: Estimated by U.S. Chamber of Commerce.

14. SUPPLEMENTS TO WAGES AND SALARIES

The United States Department of Commerce publishes some employee benefits data in its National Income statistics. Listed as supplements to wages and salaries, and covering the period 1929 to 1985, they consist chiefly of legally required payments and expenditures for private pension and welfare plans (items B and C of the Chamber questionnaire). These costs grew from $0.7 billion in 1929 to $402.4 billion in 1985, as shown in Table 21 and Chart 4. The 1985 costs averaged 20.5 percent of wages and salaries for all industries, but ranged from 14.6 percent for services and 15.2 percent for agriculture, forestry, and fisheries to 26.5 percent for government and government enterprises and 28.6 percent for the communication industry.

TABLE 21. Supplements to Wages and Salaries, 1929 to 1985

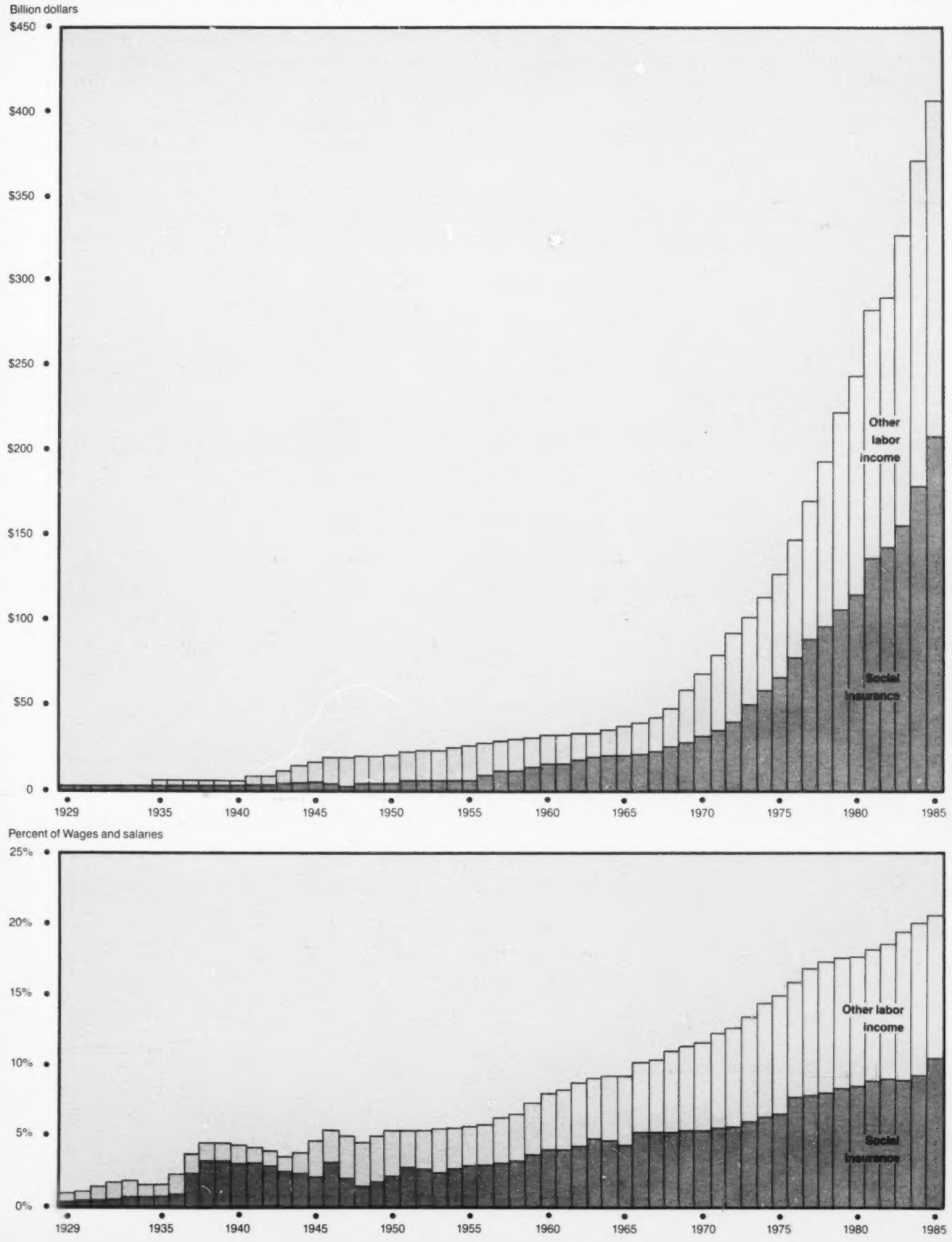
(United States Department of Commerce Data)

Item	1929	1935	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985
	Million dollars*											
Total supplements to wages and salaries	662	650	2,311	5,604	7,818	13,238	23,000	34,538	63,240	124,980	242,543	402,375
Employer contributions for social insurance	101	171	1,624	3,805	4,164	6,216	11,780	16,698	30,733	60,457	115,297	205,483
Federal social insurance funds	29	44	1,469	3,580	3,482	4,957	9,645	13,668	24,889	48,921	92,935	173,100
Old-Age, Survivors, and Disability Insurance	...	...	329	630	1,308	2,825	5,632	8,330	16,182	30,490	55,623	91,900
Hospital insurance	...	...	...	...	...	...	...	...	2,342	5,610	11,623	22,800
State unemployment insurance	...	7	813	1,011	1,217	1,221	2,300	3,076	2,493	5,516	12,073	19,200
Federal unemployment tax	...	...	98	174	232	304	343	558	854	1,294	3,463	5,400
Federal civilian employee retirement	21	32	93	227	316	144	838	1,146	2,215	4,353	7,446	11,400
Other items	8	5	136	1,538	409	463	532	558	803	1,658	2,707	22,400
State and local social insurance funds	72	127	155	225	682	1,259	2,135	3,030	5,844	11,536	22,362	32,400
State and local employee retirement	72	127	155	225	510	985	1,775	2,525	5,091	10,170	19,103	28,900
Other items	...	...	...	...	172	274	360	505	753	1,366	3,259	3,500
Other labor income	561	479	687	1,799	3,654	7,022	11,220	17,840	32,507	64,523	127,246	196,892
Employer contributions to private pension and welfare funds	169	180	282	1,132	3,534	6,845	10,969	17,485	31,937	63,595	125,439	193,673
Pension and profit-sharing	...	...	...	...	1,713	3,377	4,866	7,646	13,050	28,253	54,694	60,926
Group health insurance	...	...	...	...	781	1,706	3,374	5,890	12,099	24,043	48,949	104,680
Group life insurance	...	...	...	...	249	561	1,080	1,651	2,891	4,368	6,203	7,990
Workers' compensation	...	...	...	...	791	1,150	1,529	2,177	3,786	6,695	15,248	16,473
Supplemental unemployment	...	...	...	...	...	51	120	121	111	236	345	305
Other items	392	299	405	667	120	177	251	355	570	928	1,807	3,219
	Total supplements as percent of wages and salaries											
All industries	1.3	1.8	4.6	4.8	5.3	6.3	8.5	9.5	11.5	15.5	17.9	20.5
Agriculture, forestry, and fisheries	0.4	0.5	0.6	0.4	0.6	1.9	4.7	5.6	7.4	10.7	13.4	15.2
Mining	1.6	1.7	5.7	4.0	9.4	10.5	12.2	12.8	15.3	18.5	18.0	20.7
Contract construction	2.3	3.5	6.6	5.3	5.9	6.5	7.0	8.5	9.9	12.5	14.2	21.8
Manufacturing	0.9	1.2	5.2	5.1	6.6	8.3	10.8	12.0	14.4	19.6	22.9	22.9
Transportation	2.0	2.7	6.2	6.0	6.6	7.4	9.6	10.6	12.7	18.7	19.6	22.9
Communication	2.1	4.4	8.8	8.9	10.1	8.9	11.1	18.2	24.0	28.9	29.5	28.6
Electric, gas, and sanitary services	1.7	2.2	6.2	9.4	9.2	10.6	12.6	14.4	16.8	22.6	24.1	25.5
Wholesale and retail trade	0.6	0.8	3.9	3.4	3.8	4.3	6.4	7.6	9.4	11.9	13.8	15.6
Finance, insurance, and real estate	2.4	2.6	6.0	5.1	6.1	7.5	9.6	11.4	13.3	17.8	18.8	18.9
Services	0.4	0.6	2.4	2.2	2.5	3.3	5.1	6.2	7.9	11.5	13.0	14.6
Government and government enterprises	3.2	3.4	4.1	5.3	4.2	4.1	7.2	7.9	10.0	14.2	17.7	26.5
All private enterprises	1.1	1.4	4.8	4.5	5.5	6.7	8.7	9.9	11.9	15.9	17.9	19.0

**Data prior to 1985 do not reflect national income account revisions. The 1985 "Other items" under "Federal social insurance funds" also includes military retirement, which was not included in earlier data.*

Source: U.S. Department of Commerce data. Percentages computed by U.S. Chamber of Commerce.

CHART 4. Supplements to Wages and Salaries, 1929 to 1985



15. HOW EMPLOYEE BENEFITS WERE SURVEYED

As in earlier studies, it was necessary to go directly to employers for the basic data on employee benefits. The mailing list included previous participants in the surveys, firms in the Survey Research Section's business samples, names from *Fortune's* lists and from Polk's World Bank directory, and firms from the directory of the American Compensation Association. Questionnaires also were sent to firms requesting that they be included in the survey.

There were 1,000 respondents from the 7,807 companies in the sample, a 12.8 percent response rate.

In 1982, for the first time, the sample included firms with *fewer than 100* employees, making the sample more representative of the business community.

If the results from the surveys of 1982-1985 benefits are compared with earlier surveys, one should be aware of several factors that could affect the findings. The sample size was increased. The composition of the sample was affected by the inclusion of firms having fewer than 100 employees and the inclusion of firms from the Survey Research Section's samples of the business community, both of which represented a scientific cross-section of U.S. business, by industry, size of firm, and geographical region.

The severity and depth of the 1981-1982 recession had a substantial impact during 1982 on the composition of employers' work forces and on the number of hours worked. Adjustments in pension benefits were being made by some companies. Business firms around the nation were striving to contain employee benefits costs which had been burgeoning for years. Such efforts have been continued.

Employees Covered

This study is, in general, limited to employees who are not exempt from the Fair Labor Standards Act. Pay of workers covered by this survey varies with the number of hours worked. However, for banks, financial institutions, etc., all nonsupervisory employees and working supervisors are included, regardless of their method of wage payment.

Computation Method

The method of computation used in this study is outlined below. Also shown is a procedure for computing a company's benefit payments on a basis comparable to that used in this report.

In combining company data to form industry averages, the percentages for individual companies were added together without weighting. Otherwise, data for a few large companies might obscure the data of many small firms. Also, this procedure tended to compensate for the lower percentage coverage of smaller firms.

Your Company's Employee Benefits

After the Chamber's previous benefits studies were published, several companies inquired how their data might be compiled on a comparable basis. This can be done by completing the questionnaire on pages 34-36 and performing the following computations.

1. Total benefit payments (Questionnaire items B through F) ..... $_____
2. "Full-time equivalent" employees (In questionnaire item H divide the hours for all employees by the hours for a full-time employee)..... _____

Employee benefit payments as:

Percent of payroll (Item 1 above divided by questionnaire item A-7)..... _____

Cents per payroll hour (Item 1 above divided by the hours for all employees in questionnaire item H)..... _____

Dollars per year per employee (Item 1 above divided by item 2 above)..... _____

	Our Company	Our Industry	All Manufacturing	All non-Manufacturing	All Industries
Employee benefits as:					
Percent of payroll.....	_____%	_____%	39.7%	36.3%	37.7%
Cents per payroll hour.....	_____¢	_____¢	411.9¢	382.4¢	394.7
Dollars per year per employee	$_____	$_____	$8,653	$7,819	$8,166

16. COPY OF QUESTIONNAIRE USED IN SURVEY

Please return the filled-out questionnaire to:

ECONOMIC POLICY DIVISION/EMPLOYEE BENEFITS SURVEY
U.S. CHAMBER OF COMMERCE/WASHINGTON, D.C. 20062

CONFIDENTIAL

EMPLOYEE BENEFITS SURVEY—1985

For Office Coding—Leave Blank

Please do not tear off this label.

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INSTRUCTIONS

1. **This survey is confidential.** Data from individual firms will not be disclosed. Data will be published only in the form of totals for groups of companies. Only the researchers will see your questionnaire.

2. **Company coverage.** If you have several divisions or plants, data covering any ***typical*** group of employees will be satisfactory.

3. **Employees covered in survey.** With some exceptions, such as banks, financial institutions, etc., please limit data included in this survey to hourly-rated employees and to salaried employees who are paid on a similar basis. That is, include data for salaried employees if their pay varies if they work overtime or less than full time; but ***do not*** include them if they receive their regular pay regardless of hours worked.

   Since this would exclude many employees of **banks, financial institutions, etc.,** for these firms please include all nonsupervisory employees and all working supervisors, ***regardless of method of payment***. **Hospitals** having difficulty making this employee separation also can include data for all employees. However, please ***exclude*** all officers of the company.

4. **Approximate or incomplete data.** If you are unable to give exact data for the various items, please give estimates—***your best estimate is much better than a zero***. If you cannot break down the data on payments exactly as they are outlined, please give the data that is available. Also, please indicate the items or benefits for which payments were made, but for which you cannot give separate figures.

Show actual data or best estimate for employees covered in survey.

A. GROSS PAYROLL FOR EMPLOYEES IN SURVEY:

- For this item, report ***actual*** wages (***not*** take-home pay after deductions have been made). Report on line A-1 the straight-time wages for all hours, including pay for time not worked, plus payments in lieu of vacations and holidays.
- Report premium and bonus payments on lines other than line A-1. Thus, if the rate is $10.00 an hour for straight time and $5.00 additional for overtime after 40 hours, for each hour of overtime worked after 40 hours, $10.00 would be entered on line A-1, and $5.00 on line A-2.

Include BONUS AND PREMIUM PAY ONLY on lines 2-6. Report straight-time pay on line 1.

	Total amount for 1985	
1. Straight time for employees in survey	$	33
2. Overtime premium pay	$	45
3. Holiday premium pay	$	57
4. Shift differential	$	69
5. Earned incentive or production bonus	$	81
6. Other (Specify: _____)	$	93
7. TOTAL GROSS PAYROLL	$	105

B. LEGALLY REQUIRED PAYMENTS (employer's share only):

1. Old-Age, Survivors, Disability, and Health Insurance (employer FICA taxes)	$	120
2. Unemployment Compensation (federal and state taxes)	$	132
3. Workers' Compensation (estimate cost if self-insured)	$	144
4. Railroad Retirement Tax	$	156
5. Railroad Unemployment and Cash Sickness Insurance	$	168
6. State sickness benefits insurance	$	180
7. Other (Specify: _____)	$	192
8. TOTAL	$	204

C. VOLUNTARY OR AGREED-UPON PAYMENTS (employer's share only):
ITEMS C-1, C-4 AND C-6—PENSION AND INSURANCE PREMIUMS. For pension and insurance premiums, report net payments after deducting any dividends or credits returned to employer by insurer. In ***pension programs***, the company's long-term commitment is fixed, not tied to profits. Profit-sharing payments are reported as item F-1.

ITEM C-4—LIFE INSURANCE. Exclude premiums for life insurance purchased under a pension plan. Such premiums should be reported under item C-1.

ITEM C-6—MEDICAL CARE INSURANCE. Include premiums which supplement Medicare coverage of retired employees.

1. Pension plan premiums under insurance and annuity contracts (net)	$	219
2. Payments to uninsured trusteed pension plans	$	231
3. Pension payments under unfunded pension programs	$	243
4. Life insurance premiums (net)	$	255
5. Death benefits not covered by insurance	$	267
6. Hospital, surgical, medical, and major medical insurance premiums (net)	$	279
7. Hospital, surgical, medical, and major medical payments self-insured	$	291

ITEM C-8—LIFE AND HEALTH INSURANCE COMBINED. ***If unable to separate life and health insurance premiums above, report combined premiums as Item C-8. If reported separately above, do NOT fill in Item C-8.*** If short-term disability, dental, or other insurance premiums are included, report this inclusion on questionnaire.

8. Life and health insurance combined	$	303
9. Short-term disability, sickness or accident insurance (company plan or insured plan)	$	315
10. Salary or wage continuation or long-term disability (insured, self-administered, or trust)	$	327
11. Dental insurance premiums	$	339
12. Discounts on goods and services purchased from company by employees	$	351
13. Employee meals furnished by company	$	363
14. Child care	$	375
15. Parking	$	387
16. Physical and mental fitness programs	$	399
17. Other (vision care, prescription drugs, etc. Specify: _____)	$	411
18. TOTAL	$	423

Questions continue on the next page.

D. PAID REST PERIODS, COFFEE BREAKS, LUNCH PERIODS, WASH-UP TIME, TRAVEL TIME, CLOTHES-CHANGE TIME, GET-READY TIME, ETC.

- This should be reported *if* time is paid for, whether or not there is a formal work rule providing for such time off. A simple rule of thumb is that if employees typically take two 10-minute rest periods per day, this would amount to approximately 4% of gross payroll; if two 15-minute breaks are taken, the figure would come to 6% of gross payroll (Item A-7).

	Total amount for 1985	
	$_____	438

E. OTHER PAYMENTS FOR TIME NOT WORKED:

- If you lack exact data for these items, please give your best estimate.

1. Payments for or in lieu of vacations	$_____	450
2. Payments for or in lieu of holidays not worked	$_____	462
3. Sick leave pay	$_____	474
4. Payments required under guaranteed workweek or work year	$_____	486
5. Jury, witness, and voting pay allowances	$_____	498
6. National Defense, State or National Guard duty	$_____	510
7. Payment for time lost due to death in family or other personal reasons	$_____	522
8. Maternity leave pay	$_____	534
9. Other (Specify: _____)	$_____	546
10. TOTAL	$_____	558

F. OTHER ITEMS:

1. Profit-sharing payments (Company contributions are based on current profits of the business, fluctuating with current profit levels).		
(a) Current cash payments	$_____	573
(b) Payments to deferred profit-sharing trusts	$_____	585
2. Contributions to employee thrift or stock purchase plans (Company contributions are ***not*** tied to current profit levels, but are a fixed proportion of amount contributed by employees).	$_____	597
3. Christmas or other special bonuses (not tied to profits), service awards, suggestion awards, etc.	$_____	609
4. Employee education expenditures (tuition refunds, seminar attendance, etc.)	$_____	621
5. Payments to union stewards or officials for time spent in settling grievances or in negotiating agreements	$_____	633
6. Special wage payments ordered by courts, wage adjustment boards, etc.	$_____	645
7. Other (Specify: _____)	$_____	657
8. TOTAL	$_____	669

G. EMPLOYEE PAYROLL DEDUCTIONS: (employees' share only):

- For this question, report deductions from ***employee*** pay. Employer contributions are reported in questions B and C.

1. Old-Age, Survivors, Disability, and Health Insurance (employee FICA taxes)	$_____	684
2. Railroad Retirement Tax	$_____	696
3. State sickness benefits insurance tax	$_____	708
4. Pension plan premiums or contributions	$_____	720
5. Life insurance premiums	$_____	732
6. Hospital, surgical, medical, and major medical insurance premiums or contributions	$_____	744
7. Other (Specify: _____). Do not include deductions for income tax.	$_____	756
8. TOTAL	$_____	768

Questions continue on next page

H. EMPLOYEE HOURS

- These figures include hours worked or paid for, including time actually worked, ***plus*** holidays, vacation, sick leave, and other time paid for but not worked.

1. **Employee hours for full-time employee.** Report the total number of hours for a typical full-time employee in 1985, including paid vacation period, paid holidays, paid sick leave, etc. If hours would not be the same for all employees, show hours for the majority of employees, calculated as follows.

   Total hours of a **typical full-time employee** during 1985:

   _____ (average number of hours per week per employee) × 52 = _____ (total hours of during 1985 per employee) **795**

2. The total number of hours of all employees worked or paid for, covering all employees in the survey, corresponding to earnings given on line A-1, is calculated as follows.

   Total hours of **all employees** in survey during 1985:

   _____ (total hours per employee in 1985) × _____ (number of employees included in your survey data) = _____ (total hours of all employees in 1985) **795**

PRIMARY STANDARD INDUSTRIAL CLASSIFICATION CODE (SIC Code) = _____

- If you do not know your SIC Code, please give a description of the type of business and/or the principal lines or products manufactured or handled.

_____

_____

Please list the name, title and phone number of the person who is responsible for filling out this questionnaire in case our researchers have any questions.

_____
Name

_____
Title

_____
Phone Number

Please return the completed questionnaire to:
ECONOMIC POLICY DIVISION/EMPLOYEE BENEFITS SURVEY
U.S. CHAMBER OF COMMERCE/WASHINGTON, D.C. 20062

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